

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR

(Established by Govt. of A.P., ACT No.30 of 2008)

ANANTHAPURAMU – 515 002 (A.P) INDIA

MASTER OF BUSINESS ADMINISTRATION

MBA; MBA (General Management); MBA (Business Management)

COMMON COURSE STRUCTURE

Course Code	Specialization Elective – V	L	T	P	C
21E00401c	Organization Development	4	0	0	4
Semester		IV			
Course Objectives:					
<ul style="list-style-type: none"> To introduce concept of Organization Development (OD), beliefs in OD and ethical issues in OD. To Explain foundations of OD. To make them clear on Action Research - OD. To impart knowledge on interventions, classification of interventions . To discuss power politics in OD and future of OD. 					
Course Outcomes (CO): Student will be able to					
<ul style="list-style-type: none"> Understand concepts of Organization Development (OD). Know foundations of OD. Acquire knowledge on Action Research and OD. Classify interventions at intergroup, third party level, and also structural interventions and comprehensive interventions. Understand power politics in OD and the future of OD. 					
UNIT – I		Lecture Hrs: 8			
Organization Development –Definition – Characteristics - Contributory Stems, Values, Assumptions, Beliefs in OD - Ethical issues in OD.					
UNIT – II		Lecture Hrs: 12			
Foundations of OD- Systems Outlook- Third Wave Management and Organization Transformation					
UNIT - III		Lecture Hrs:12			
Diagnostic Process and Areas of Diagnosis –Action Research- As a Process and Approach- OD					
UNIT – IV		Lecture Hrs:12			
Interventions classification – Team Interventions – Intergroup Interventions- Third party peace making intervention, Structural Interventions- Comprehensive Interventions and Training Experience, Other Interventions- T- Groups, Behavior Modelling, Life and Career Planning.					
UNIT – V		Lecture Hrs:12			
Consultant Issues – System Ramifications – Power politics in OD – Future of OD.					
Textbooks:					
<ol style="list-style-type: none"> 1. Organisation Development and Transformation, French, Bell & Zawacki, TMH. 2. Organization Development, French & Bell, Pearson 					
Reference Books:					
<ul style="list-style-type: none"> • Organisation Change and Development, Kavita Singh: Excel. • Organization Development, Daniel Robey & Steven Actman, Macmillan. • Organisation Development Change, Cummins & Worley, Thomson/Cengage. • Organisation Development Interventions & Strategies, S. Ramnarayan, T.v Rao & kuldeep singh, Response. 					
Online Learning Resources:					
https://mooc.es/course/organization-development https://onlinecourses.nptel.ac.in/noc20_mg56/preview https://swayam.in/OrganizationalDevelopment					