

INTERNATIONAL MANAGEMENT INSTITUTE BHUBANESWAR

Post Graduate Diploma in Management (PGDM-PT), Vedanta

Organization Development & Change (ODC), Term VI

Credits: 02, Session Duration: 90/120 Minutes

Year: 2019

Faculty: Prof. Yamini Prakash Sahay

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Consulting hours: 9.30 am to 5.30 pm (subject to availability)

Course Objectives:

The relevance of this course is very obvious in the current global business environment. Change is most important thing that no organization can avoid if they desire to be in business, a change that should qualify by continuous change. Any organization must undertake the process of rediscovering itself from time to time to assure that they are quick responsive to the environment, have practices and policies in use which put the organization at par with the contemporary business environment. Hence, an organization should relook at its structure and design, culture, strategy and practices, human resource systems, technology from time to time, with an intention to update them in the interest of the organization's business and brand, its employees, the business environment, and above all, the nation and the society. After reading this course the participants should have a knowledge about:

1. Micro and Macro Perspectives of Organizational Change
2. Change and Organizational Designs and Structures
3. Models of Organizational Change
4. Resistance to Change and Role of Leaders as agents of Change
5. Culture Change and Role of Team Management

Pedagogy:

It will be a judicious mix of lectures, case analysis & discussion, article reviews, project/ assignments & presentations by the students.

Course Evaluation:

Quiz/ Assignment	20%
Project	40%
End-term	40%

Textbook:

1. Sharma, Radha R. (2014). Change Management and Organizational Transformation (2nd Ed.), New Delhi: McGraw Hill Education.

Additional Readings:

2. Senior, B., & Fleming J. (2010). Organizational Change, United Kingdom: Pearson Education.
3. Cummings, T. G., & Worley, C. G. (2015). Organization Development and Change (10th Ed.), New Delhi: Cengage Learning.

Session Plan

Session No.	Topic	Textbook Chapter No.
1	Introduction to Change	Chapter 1
2	Perspectives on Organizational Change	Chapter 2
3 & 4	Understanding Organizational Systems, Structure & Design	Reading Material
5 & 6	Models of Organizational Change	Chapter 3
7 & 8	Organization Development	Chapter 4
9	Resistance to Organizational Change	Chapter 6
10	Role of Leaders as Change Agents	Chapter 7
11	Organization Culture and Change	Chapter 9
12	Organizational Change through Team-Work	Chapter 7
13	Revision	Textbook

Cases and Articles for class discussion will be distributed separately.