## SD COLLEGE HOSHIARPUR DEPARTMENT OF MANAGEMENT LECTURE PLAN FOR THE SESSION 2023-2024

Class	BBA(SEMESTER-V)	
Subject name and code	BBA 309: Organizational Development	
Max. Marks and duration of exam.	100 (Theory:80, Internal Assessment:20) and 3 hours	
Duration of lecture	45 minutes per day	
No. of lectures delivered per week	6 lectures	
Submitted by	Saurabh Thakur, Department of Management	

COURSE OBJECTIVE: This course offers an exploration of the field of OD through its human and social process and address new management and OD paradigms in rapidly changing context of Globalization and Organizational Change.

## COURSE OUTLINE:

UNIT	TOPIC	CONTENT	OBJECTIVE	METHODS AND	SOURCES
				TECHNIQUES	
I	INTRODU CTION	Organizational Development- Definition, Characteristics, Evolution, Process, Benefits and Limitations, Values, Assumptions and	process and address new management and OD paradigms in rapidly	room teaching with examples -Group Discussions - Power point Presentations	1. Wendell French, Cicil H. Bell, Jr. (6 "Organization Development Prentice Hall India. 2. Wendell French, Cicil H. Bell, Jr. Veena Vohra
	OD MODELS	Beliefs in OD.  Kurt Lewin and Burke – Litwin models of Organizational Change, Systems Theory, Participation and	changing context of Globalization& Organizational Change	- Class room tests and	"Organization Development 2006, Pearso Education. 3. Thomas G Cummings, Christopher ( Worley, "Organization Development and Change"

OD PROCESS	Empowerment, Teams and Team Work.  The Six Box Model, Third wave consulting, Phases of OD Programs, Change Management Models, The Generic Parallel Learning Structure Intervention Process, Steps to Transforming an Organization.	2007, Thoms 2th Ed. 4. S. Ramanarayar T.V. Rao, Kuldeep Sing "Organization Development Intervention and Strategie 2006, Resport Books. 5. Kavitha Singh, "Organization Change & Development 2005, Excel- Books
II OD INTERVENTIONS	Factors to Plan and Implement OD, Results of OD Interventions, Classification of OD Interventions. OD Consultation: Process Consultation, Coaching and Counseling Interventions. Team Building: Gestalt Approach to Team Building, Techniques in Team Building.	

APPLICAT IONS OF OD	Socio-Technical Systems, Self- Managed Teams, MBO and Appraisal, Quality Circles, Quality of Work Life, Total Quality Management, Self-Design systems.		
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## Question Bank

- 1.Define organisational development.
- 2. What are various characteristics of OD.
- 3. Discuss advantages and disadvantages of OD.
- 4. Explain in detail about six box model.
- 5. Explain phases of OD programs.
- 6.Evolution of OD.
- 7.Define MBO.
- 8.Describe about OD interventions.
- 9. What is TQM.
- 10.Explain consultation process of OD.

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