**Noon Business School**

**Course Guide Book**

**[Organization Development]**

|  |  |
| --- | --- |
| **Course Instructor:**  Madiha Riaz | **Credit Hours: 3** |
| **Program: MBA 3.5** | **Class Days** [as given in Time Table] |
| **Semester: 5th** | **Class Time** [as given in Time Table] |
| **Session: 2018-2021** | **Room No.** [as given in Time Table] |
| **Office hours for student consultation/counseling: Mon-Tue 12:30am-2:00pm** |

1. **Course Objectives**

Organization Development (OD) focuses on planned change in a total system.  That system can range from a work unit through a company division up to an entire organization.

**By the end of the course, students should:**

·   Have awareness and understanding of Organization Development theories and concepts and be able to apply the theories and concepts to their own experiences, observations and future involvement in change processes.

·   Understand the dynamics of the change process and resistance to change in organizations.

·   Have a familiarity with a range of Organization Development interventions and techniques and an understanding of their appropriate application, capabilities and limitations for effecting successful change in organizations.

**Teaching Methodology**

1. Lecture for disseminating key concepts.
2. Self Test Quizzes and class activities.
3. Students’ Projects and Presentations
4. **Assessment**

The module is assessed by the group assignments and individual class presentation of relevant topics (20%), and a 2 hours closed-book examination (80%). The final exam will consist of story problems discussed in the class.

|  |  |
| --- | --- |
| **Group Assignment and Individual Class Presentations/activities** | 20% |
| **Mid Term Examination**  | 30% |
| **Final Examination** | 50% |
|  | **100%** |

1. **Recommended Core Text:**

Thomas G. Cummings and Christopher G. Worley, **Organization Development and Change,** 8th Edition, South-Western Publishing Company, 2005. ISBN 0324224931

1. **LECTURE TOPICS**

|  |  |
| --- | --- |
| **Lecture No.** | **Lecture Plan** |
| **1** | Introduction to OD  |
| **2** | Activity on change and development |
| **3** | Nature of Planned Change |
| **4** |  Theories and Models of Change |
| **5** | OD Practitioner  |
| **6** | Case Study |
| **7** | Entering and contracting |
| **8** |  Entering into OD contract |
| **9** | Diagnosing Organizations |
| **10** | Open System Model |
| **11** | Diagnosing Groups and Jobs  |
| **12** | Class activity |
| **13** | Collecting and analyzing information |
| **14** | Feeding Back Diagnostic Information |
| **15** | Designing Interventions |
| **16** | Designing Interventions |
| **17** | Leading and managing change |
| **18** |  Leading and managing change |
| **19** |  Evaluating and Institutionalizing OD Interventions |
| **20** | Evaluating and Institutionalizing OD Interventions |
| **21** | Class activity |
| **22** |  Interpersonal and group Process Approaches |
| **23** |  Interpersonal and group Process Approaches |
| **24** | Class activity on interpersonal/group conflict management. |
| **25** |  Restructuring Organizations |
| **26** |  Employee Involvement |
| **27** |  Performance management |
| **28** | Organization Transformation |
| **29** | OD in Global Settings |
| **30** | Final Presentations  |

|  |
| --- |
| **Rule to be Observed by Students** |
| 1. 75% Class Attendance is mandatory failing to which the student shall be dropped from the class.
2. Assignments must be completed and deposited on time.
3. Students are advised to go through the rules and regulations governing their class attendance, display of Student ID card, restriction on use of mobile phones, eating/smoking roaming in department’s premises, general behavior, and discipline etc. in the Campus.
4. Any violation thereof is punishable under the relevant rules.
 |