**GOVERNMENT P.G. COLLEGE, AMBALA CANTT**

**Course File: (Session 2023-24)**

**Class: M.Com. – II/4th Semester**

**Subject Code and Name: MC – 417, Organizational Change and Intervention Strategies**

**SYLLABUS**

**External Marks: 80**

**Internal Marks: 20 Time : 3 Hours**

**Note:** There will be eight (8) questions in all. The first question is compulsory and consists of six (6) short-questions having four (4) marks each. Answer to these questions should not exceed 150 words. The candidate will be required to attempt any four questions out of remaining seven (7) questions and each question carries fourteen (14) marks each. Duration of each paper will be three (3) hours.

Understanding change: Nature of change, Forces of change, Types of Change, Managing Change – Transformational planning; Creating support system, Managing the transition.

Strategic leverages to implementing change – Structure based changes, Customer and competitors focused strategies Change Management – Dealing with individual and group, Overcoming resistance to change.

Organisational Development – Nature & Characteristics; OD Assumptions, Steps in OD, OD Interventions – Interpersonal & Team interventions.

System interventions, Survey feedback, Issues and Challenges for OD practioners, Ethics of OD professionals, OD in India-Past trends and future challenges, Evaluation of OD.

**REFERENCES**

Harigopal K., Management of Organisational Change, Response Books, N. Delhi.

Weiss, Organisational Behaviour and Change, Vikas Publishing House, New Delhi.

Ramnarayan S.; Rao T.V.; and Singh, Kuldeep, Organization Development – Intervention & Strategies, New Delhi, Response Books.

French, W. & Bell C; Organization Development, New Delhi, Pearson Education, N. Delhi.

Prasad, Kesho, Organisational Development for Excellence, New Delhi, Macmillan Indian Ltd.

Carnall, Colin, Managing Change in Organisations, Prentice Hall Inc/Financial Times.

Burke, W.W.; Organisational Development, Englewood Cliffs, Prentice Hall Inc.

Singh, A.K., Gupta, R.K.; and Ahmod, Abad, Designing and Developing Organisations for Tomorrow, New Delhi, Response Books. Cummings, Organisational Development and Change, Thomson Learning, Bombay.

Greenberg, Behaviour in Organizations, Prentice Hall of India, New Delhi

**COURSE OBJECTIVES**

The course objectives outlined are as follows:

1. To provide knowledge on the theories and models of changes
2. To develop skills on organizational analysis trough different diagnostic approaches
3. To impart knowledge on the interventions and intervention process for development of organization.

**COURSE OUTCOMES**

After completion of the course students will be able to

1. Apply the diagnostic models to determine the change requirements
2. Develop intervention strategies
3. Implement and lead the changing process
4. **Knowledge Gained:**

* Understanding about the nature of change in organizations and necessity for change
* Concept of strategic change management
* Change cycle, process and factors that affect change in organizations and to manage the strategic change in organization.
* Models on Organizational Development, structure and change.

1. **Skills Gained:**

* Analyse the change resistance in organizations and identify the possible ways to implement change in organizations for transformations.

1. **Competency Gained:**

* Coordinate and communicate with the team to bring about change.
* Planning with the management team and leading the organization to transformation.

**Lesson Plan**

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| **Week No** | **Scheduled Dates** | **Topics to be Covered** |
| **1.** | **1-6 January** | Introduction to organizational Change |
| **2.** | **8-13 January** | Introduction to organizational Change |
| **3.** | **15-20 January** | Management of change |
| **4.** | **22-27 January** | Management of change |
| **5.** | **29-3 February** | Strategic leverages to Implementing Change |
| **6.** | **5-10 February** | Change Management |
| **7.** | **12-17 February** | Resistance to change |
| **8.** | **19-24 February** | Introduction to Organizational Development |
| **9.** | **26-2 March** | Organizational development: Tools and Techniques |
| **10.** | **4-9 March** | Introduction to Interventions |
| **11.** | **11-16 March** | System Interventions |
| **12.** | **18-23 March** | Comprehensive Interventions |
| **13.** | **1-6 April** | Human Resource Interventions |
| **14.** | **8-13 April** | Issues and Challenges to OD, Ethics in OD and OD Professionals |
| **15.** | **15-20 April** | Ethics in OD and OD Professionals, Revision |
| **16.** | **22-27 April** | Ethics in OD and OD Professionals, Revision |