

**ELECTIVE COURSE – I : ORGANISATION DEVELOPMENT**

**UNIT – I : Introduction to Organization Development:**

- Concept, Nature and Scope of O.D.
- : Historical Perspective of O.D.
- : Underlying Assumptions & Values.
- Theory and Practice on change and changing
- : The Nature of Planned Change.
- : The Nature of Client Systems: Group Dynamics, Intergroup Dynamics and Organizations as Systems.

**UNIT – II : Operational Components of O.D.**

- : Diagnostic, Action and Process – Maintenance Components
- Action Research and O.D.

**UNIT – III : O.D. Interventions:**

- : Team Interventions
- : Inter – group Interventions
- : Personal, Interpersonal and group process interventions
- : Comprehensive Interventions
- : Structural Interventions.

**UNIT – IV : Implementation and Assessment of O.D.**

- : Implementation–conditions for failure and success in O.D. efforts.
- : Assessment of O.D. and change in Organizational performance.
- : The impact of O.D.

**UNIT – V : Some key considerations and Issues in O.D.**

- : Issues in consultant – Client relationships
- : Mechanistic & Organic systems and the contingency approach
- : The future of O.D.
- Some Indian experiences in O.D.

**Reference Books:**

1. Wendell L.French & Cecil H.Bell, Jr. Organization Development, PHI Fourth edition.
2. French, Bell and Zawacki Organization Development Theory, Practice and Research, Universal Book Stall, Third edition.
3. Rosabeth Moss Kanter: The Change Masters, Simon & Schaster.