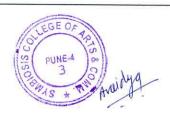
aqua agenan SYMBIOSIS		Symbiosis College of Arts and Commerce (An Autonomous College Affiliated to University of Pune)														
Subject code					Semester	I	II	III	IV	V	VI	M.A.	I	II	III	IV
Title of Subject				OR	GAN	NIZ.A	TIO	NA	I. DI	EVELO	PME	NT				
(For M.A. Part-I I as per the approval of BOS)			ORGANIZATIONAL DEVELOPMENT													
1. Organ 2. Know			nt the students with: izational change and its impact on individual employees, ledge of various OD interventions. tance of various OD interventions.													
					De	etail	ed sv	llab	ıs							
Unit		Contents of the syllabus Number of Lectures														
2	1.1. M theory 1.2. A stem; 1.3. O overcd 1.4. T 1.4.1. 1.4.2. 1.4.3. 1.4.4.	Meaning of Capproparties of Cappropartie	ing OD. Dach On re Dization re Discourse ries Vin's Vin's Ke-li Cas & Mat	es to OI esearch ional Cl esistance for Plant three-s eight-s twin M k Rober		trair echn ng, fo	, assuring sical a	imptionstem, and so	on an surve	d be y re	liefs i search	n OD, Sy n & feedb m	ack	1	5	ures
3	2.2. Promanage 2.3. O 2.4. O TYPE	rogra geme D In D In ES O	amn ent, iterv iterv F O	ne mana Parallel rentions: rentions D INTI	agnosis of the gement compo learning struct Nature, guide for Indian org ERVENTION	onen tures eline ganiz NS I	t: pha s. s, cla ation	ases, a ssific	a mod	lel f	or cha	inge		1	5	
	meetin approx 3.2. To intervol 3.3. To negotin partne 3.4. St	ng, fach echn entio hird- atior cring.	ique ique n Par ns, t ural	al group es and E ty Peace wo perso Interver	n: characteristo diagnostic maxercises usedmaking Interion conflict mantions: self-mate-engineering	in Tovent	ng , p eam I ion, V emen	roces Build Walto t orga	s con ing , l n's aj nizat	sulta Role ppro iona	ation of focus each, p	method, (ed OD principled foring &	Gestalt			



4	TYPES OF OD INTERVENTIONS II 4.1. Comprehensive OD Interventions I: search conference, future search	15
	conference, confrontation meeting, strategic management activities. 4.2. Comprehensive OD Intervention II: real time strategic change, stream	1
	analysis survey feedback method, appreciative inquiry.	
	4.3. Grid Organizational Development, Schein's cultural analysis.	1
84	4.4. Training Techniques for OD: Behaviour modeling, Life and career planning,	
	Coaching & Mentoring, Instrumented training.	
	Total Number of Lectures	60

Suggested Reference Books:

- 1. French, W.L. & Bell, C.H. (1999). 6th ed. Organizational development: Behavioral science interventions for organization improvement. N.D.: Prentice-Hall.
- 2. Ramanarayan, S., Rao T.V. & Singh K. (eds) (1988) Organizational development: interventions and Strategigies (2007 reprint) New Delhi: Response Book (a division of Sage Publication),
- 3. French, W.L.": Bell, C.H.: & Zawacki, R.A.(2006) Organizational development and transformation: Managing effective Change. Delhi: Tata McGraw Hill
- 4. Pareek, U. and Rao, T.V. (2003). Designing and managing human resource systems. N.D.: Oxford & IBH.
- 5. Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8th ed. N.D.: Pearson Edu.
- 6. Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). Organizational behaviour. N.D.: Pearson Prentice
- 7. Cascio, W.F. (2006).. Managing human resources: Productivity, quality of work life, profits 7 th ed. N.D.: Tata Mc-Graw-Hill
- 8. McGill, M. E. (1997). Organizational development for operating managers. New York: (AMA-OH) A division of American Management Assn.
- 9. Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). Organizational behaviour and management. Delhi: Tata Mc-Graw Hill.
- 10. Dessler, G. (2008). Human resource management, 10th ed. N.D.: Dorling Kindersley India Pvt. Ltd.
- 11. Greenberge, J. & Baron, R.A. (2005). Behaviour in organizations (8th ed). New Delhi: Pearson Education.
- 12. McShane, S.L. & Von Glinow, M.A.(2000). Organizational Behaviour: Emerging realities for the workplace revolution. New Delhi: Tata McGrawHill.

Suggested Journals

Web sites:

