



Rationale:

In today's fast-paced and fiercely competitive business landscape, it is imperative for managers across various disciplines to possess the ability to effectively tackle the diverse range of organizational challenges they encounter. This course aims to address the complete spectrum of organization development (OD) tools and methods that can be employed to enhance organizational effectiveness along with Global strategies. Students will develop a comprehensive understanding of all facets of OD, encompassing definitions and process models, change leadership, discovery and diagnosis elements, interventions for individuals, groups, and organizations, as well as organizational transformation and strategies to compete globally.

Course Scheme:

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory		Practical		
			ESE (E)	PA(M)	ESE (V)	PA (I)		
4	0	0	4	70	30	0	50	150

Course Outcomes:

Sr. No.	Course Outcomes
CO1	To gain a comprehensive understanding of the theories and practices pertaining to the process of change and organizational development
CO2	To cultivate and enhance skills in formulating effective organizational change strategies through intervention techniques
CO3	To impart ability to select appropriate diagnostic tools and methodology for organizational development
CO4	To analyse the factors for high-performing organizations and learn how to foster a positive organizational culture and climate.

Course Content:

Unit No.	Content	No. of Hours	Marks
1	Introduction of OD and OC <ul style="list-style-type: none"> Overview of Organizational development: Nature, Planning of OC, OD Practitioner Organizational Culture and Change Process of OD: Entering, Contracting, Diagnostic Information, Designing Interventions and evaluating 	09	16
2	OD Interventions <ul style="list-style-type: none"> Behavioral: Interpersonal & group process, Performance & talent management, Workforce diversity & wellness Structural and Technological: Restructuring organizations, Employee involvement Integration and Stream Analysis 	09	16



3	Strategies for OD Interventions <ul style="list-style-type: none"> Major OD Interventions Techniques Human Process, Techno-structural, HR and Strategic Change Interventions : Overview, features, advantages and Cases 	12	18
4	Application of OD and Global OD <ul style="list-style-type: none"> OD for various Industries like Healthcare, School systems, family owned business, Mergers, Public system Future trends in OD Global OD in relation to Economy, Workforce diversity, Technology, New GenZ 	14	20
Total		40	70

Suggested Specification Table For Question Paper Design:

Unit No.	Unit Title	Teaching Hours	Distribution of Theory Marks (Assessment as per Revised Bloom's Taxonomy Level*)						
			RM	UN	AP	AN	EL	CR	Total Marks
I	Module-1	09	-	2	7	7	-	-	16
II	Module-2	09	-	2	7	7	-	-	16
III	Module-3	10	-	4	7	7	-	-	18
IV	Module-4	12	-	2	7	7	4	-	20
Total				10	28	28	4		

*RM: Remember, UN: Understand, AP: Apply, AN: Analyze, EL: Evaluate, CR: Create

Note: This specification table provides general guidelines to assist student for their learning and to teachers to teach and question paper designers/setters to formulate test items/questions to assess the attainment of the UOs. The actual distribution of marks at different taxonomy levels in the question paper may slightly vary from above table.

Suggested Student Activities for Progressive Assessment (PA): (50 Marks)

Evaluation:

Students shall be evaluated on the following components:

Internal Evaluation		(Internal Assessment-50 Marks)
• Presentation on OD topics, OD Simulations Skills,		20
• Case Study/Presentation Case Study of Global trends on OD, Assignment		20
• Class Participation		10

Suggested Learning Resources:

Sr. No.	Title of Book	Author	Publication with place, year and ISBN



GUJARAT TECHNOLOGICAL UNIVERSITY

Programme: Master of Business Administration

Semester: 3

Branch: International Business

Subject Name: Global Strategies for Organizational Development

Subject Code: 2539332

1	An experiential Approach to Organization Development	Donald R. Brown and Don Harvey	Pearson
2	Organization Development and Change	Thomas G. Cummings & Christopher G. Worley	Cengage Learning
3	Organization Development: The Process of Leading Organizational Change	Donald L. Anderson	Sage Publications Inc
4	Organization Development	Wendell French, Cecil H Bell, Jr. & Veena Vohra	Pearson
5	Change management & Organizational Development	Ratan Raina	Sage Publication

List of Journals / Periodicals / Magazines / Newspapers / Web resources, etc.

Journal of Organization Development, International Journal of strategic human management, Asian Journal of Management Cases, Harvard Business Review, Global Business Review, South Asia Economic Journal, Economic & Political Weekly, Business India / Business World