



Title

ORGANIZATIONAL DEVELOPMENT

Description & Objective

In today's business environment, a human resource practitioner must be a skilled change manager. Students learn to become agents for change, to improve human resources and organizational effectiveness, and to increase productivity. Topics include an introduction to organizational development; change process; organizational change and human resource management; organizational assessments; assessment tools and techniques; organizational interventions; human resource management interventions; and human resource metrics.

Organizational development is considered as a multi-step process that may involve a wide variety of interventions. Interventions from those involving basic human processes to those requiring planning at the strategic level are considered in this course, with a particular emphasis on selecting appropriate interventions based on thoughtful diagnosis of organizational issues.

Content/Outline

- Introduction to Organization
- What is Organization Development
- The Nature Of Planned Change
- Leading and Managing Change
- The Role of the OD practitioner
- Initial Steps in the OD process
- Diagnosing Organizations, Groups and Jobs
- Collecting & Analysing Diagnostic Information
- Designing Interventions
- Organization Culture
- Human Resource Management Interventions
- Examples of HR and OD Interventions
- Case Study

