

ORGANIZATIONAL DEVELOPMENT

1 Organizational Change:

- 1.1 Concept,
- 1.2 History,
- 1.3 Organizational Change,
- 1.4 Process,
- 1.5 Lewins Model,

2. An Introduction to Organizational Development:

- 2.1 Field of OD
- 2.2 Definitions of OD
- 2.3 Values and Assumption of O.D.
- 2.4 Foundations of OD

3. OD Process

- 3.1 Characteristics
- 3.2 Foundation of OD Process

4. OD & Action Research:

- 4.1 Characteristics
- 4.2 Process,
- 4.3 Use of action research on OD.

5. OD Interventions

- 5.1 Nature of OD interventions,
- 5.2 Major families of OD interventions,
- 5.3 Dimensions,
- 5.4 Individual - Group & Task – Process.

6. Team Interventions:

- 6.1 Teams and work groups,
- 6.2 Team building interventions,
- 6.3 Diagnostic meeting,
- 6.4 Team building meeting,
- 6.5 Role analysis technique,
- 6.6 Role negotiation techniques,
- 6.7 Gestalt orientation to team building,
- 6.8 Intergroup interventions.

7. Personal, Interpersonal & Group Process Interventions:

- 7.1 Process Consultation,
- 7.2 Third - party intervention,
- 7.3 Sensitivity training,
- 7.4 Transactional Analysis,
- 7.5 Career Planning Interventions.

8. Comprehensive Interventions:

- 8.1 Confrontation meeting,
- 8.2 Survey feedback,
- 8.3 Grid,
- 8.4 Contingency approach.

9. Structural Interventions:

- 9.1 Job design,
- 9.2 MBO,
- 9.3 QWL,
- 9.4 Socio - Technical Systems,
- 9.5 Physical setting,
- 9.6 Conditions for OD,
- 9.7 Re-engineering.

10. Issues in OD:

- 10.1 OD facilitator's role,
- 10.2 OD Consultant,
- 10.3 Consultant – Client relationship,
- 10.4 Problems in OD Interventions,
- 10.5 Resistance – individual & organizational,
- 10.6 Research in OD.