

# SYLLABUS

## PANJAB UNIVERSITY

LATEST SYLLABUS OF M.COM. (SEMESTER SYSTEM) EXAMINATIONS

M.COM., (SEMESTER – IV)

GROUP B : HUMAN RESOURCE MANAGEMENT

MC. 407 – ORGANISATIONAL CHANGE AND DEVELOPMENT

**Objective.** This course is designed to provide in depth understanding of behavioural interventions and enable the students to apply these intervention for building individual, team, system and process related competencies and helping organizational to achieve peak performance and become self sustaining.

### Unit – I

**Organizational Change**–Meaning, Nature, Types ; Theories of Planned Change ; Organizational Development–Nature and Characteristics ; Process of Organizational Development.

### Unit – II

**Human Process Interventions**–T-group, Process Consultation, [Third Party Interventions], Team Building (Organizational Confrontation Meeting, Coaching and Mentoring), Role Focused Interventions.

### Unit – III

**Techno Structural Interventions**–[Restructuring Organization, Reengineering, Employee Involvement, Work Design ; Strategic Interventions–Organisation and Environment Relationships, Organization Transformation.]

### Unit – IV

**Contemporary Issues and Applications**–Organizational Development in Global Context, Organizational Development in Service Sector, [OD Practitioners–Role, Competencies Requirements, Professional Ethics and Value and Experiences]; [Future Trends in OD.]