

**PANIPAT INSTITUTE OF ENGINEERING AND TECHNOLOGY
PANIPAT**

Department of Management Studies

Semester: 4th

Faculty Name: Dr. Preeti gugnani/ Ms. Manju Bala

Course Title: Change Management & OD

Course No .HRM-405

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
1	L-1	Introduction and importance of Change with case of General Motors	CO1
2	L-2	Forces of change	CO1
3	L-3	Types of organization change	CO1
4	L-4	Resistance to change at individual level and organizational level	CO1
5	L-5	Introduction to problem diagnosis	CO3
6	L-6	The diagnostic cycle	CO3
7	L-7	Phases of problem diagnosis	CO3
8	L-8	Introduction to model of change	CO2
9	L-9	Lewin model of change, Mckinsey 7S model	CO2
10	L-10	Kotter's model and Burke Litwin model	CO2
11	L-11	Work Redesign model, ADKAR model	CO2
12	L-12	Bridges' transition model and Grief Model	CO2

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
13	L-13	Introduction Of Organizational development, Evolution of OD (case study of TATA ind.)	CO4
14	L-14	Nature, scope and process of OD	CO4
15	L-15	Assumptions & Values of OD	CO4
16	L-16	Foundations of OD: Action Research model, survey feedback	CO4
17	L-17	System Theory, Participation and Empowerment	CO4
18	L-18	OD Interventions : Introduction, classification of OD	CO5
19	L-19	Types of Interventions (case study of Adobe)	CO5
20	L-20	Team Interventions	CO5
21	L-21	Intergroup Interventions	CO5
22	L-22	Personal interventions and interpersonal interventions	CO5
23	L-23	Group Interventions and structural Interventions	CO5
24	L-24	Assessment of OD implementation	CO5
25	L-25	Failure and success in OD Efforts (case study of RIL)	CO5
26	L-26	Failure and success in OD Efforts (case study of RIL)	CO5