

**PANIPAT INSTITUTE OF ENGINEERING AND TECHNOLOGY**  
**PANIPAT**  
**Department of Management Studies**

Semester: 4th

Course Title: Change Management & OD

Course No .HRM-405

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

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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