

7301 Organization Effectiveness and Change

Objectives

To familiarize the students with basic organizational processes to bring about organizational effectiveness and change

Course Contents

1. An Overview of Concepts of Organizational Change Effectiveness and Development
2. Skills of Change Agent, Organizational Climate and Culture; Power and Politics;
3. The Process of Empowerment., Organizational Learning; Creativity and Innovation;
4. Conflict and Negotiation;. Intergroup Behaviour and Collaboration;
5. Business Ethics and Corporate Governance; Management of Gender Issues; Cross- Cultural Dynamics.

Suggested Readings

1. *Anderson, A H and Barker D. Effective Enterprise and Change Management. Oxford, Blackwell Publishers Ltd. 1996.*
2. *French, W E and Bell, C H. Organization Development. New Delhi, Prentice - Hall of India, 1995.*
3. *Kao, S R. etc. Effective Organization and Social Values. New Delhi, Sage, 1994.*
4. *Khandwalla, P N. Organisation Design for Excellence. New Delhi, Tata McGraw Hill, 1992.*
5. *Luthans, F. Organizational Behaviour. 7th ed., New York, McGraw Hill, 1995.*
6. *Mendonca, M and Kanungo R N. Work Motivation. New Delhi, Sage, 1994.*

7. *Robbins, S P. Organizational Behaviour. 7th ed., New Delhi, Prentice Hall of India, 1996.*

The list of cases and specific references including recent articles will be announced in the class at the time of launching of the course.