

**Indian Institute of Technology Guwahati**  
**Proposal for a New Course/ Revision of a Course**

Course Number & Title: BM 626H & Organization Development and Change	
L-T-P-C: 4-0-0-4	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Masters of Business Administration (MBA)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
Preamble / Objectives (Optional):	
<p>Course Content/ Syllabus (as a single paragraph if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(,). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: Multi-variable Calculus: Limits of functions, Continuity, ..... )</p> <p>Organization Development (OD): Introduction, overview of the issues; definition of the concept, association with need for change; History of Organization Development and its evolution, OD-current Status; Nature of Planned Change, theories, models and different types of Planned Change; OD Practitioner Process: Entering and Contracting; Diagnosing organizations, Groups and Jobs; Collecting, Analyzing and Feeding back diagnostic information; Designing Interventions; Leading and Managing Change; Evaluating and Institutionalizing Change.</p>	
Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References".	
Texts: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1.	Cummings, T. G., & Worley, C. G., <i>Organizational Development and Change</i> , 10 <sup>th</sup> Edition, Cengage India Private Limited, 2015.
2.	French, W. L., Cecil H. B. & Vohra, V., <i>Organization Development: Behavioral Science Interventions For Organizational Improvement</i> , 6 <sup>th</sup> Edition, Pearson Education, 2017.
References: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1.	Cheung-Judge, M. Y., & Holbeche, L., <i>Organization Development: A Practitioner's Guide for OD and HR</i> , London: Kogan Page, 2015.

Detailed Course Content (Optional)		
It will not be included in the Courses of Study Booklet		
Sl. No.	Broad Title / Topics	Number of Lectures
1		
2		
3		
4		
5		
Total Number of Lectures =		