

Course Outline

Department of Management
School of Business & Economics

ORGB 4870-3
Organizational Development and Change (3,0,0)

Calendar Description

In today's business environment, a human resource practitioner must be a skilled change manager. Students learn to become agents for change, to improve human resources and organizational effectiveness, and to increase productivity. Topics include an introduction to organizational development; change process; organizational change and human resource management; organizational assessments; assessment tools and techniques; organizational interventions; human resource management interventions; and human resource metrics.

Educational Objectives/Outcomes

Upon completion of this course, students will be able to:

1. Define the concepts in organizational development.
2. Explain different change models.
3. Describe why people resist change and strategies to reduce resistance.
4. Discuss and analyze diagnostic tools used to assess organizational effectiveness.
5. Assess and improve human resource management practices.
6. Identify major types of organizational development interventions.
7. Demonstrate how to evaluate organizational development interventions.
8. Apply human resource intervention techniques in different management scenarios.
9. Understand human resources metrics and how they relate to organizational development.

Prerequisites

ORGB 3810

Co-requisites

None

Texts/Materials

Brown, Donald, An Experimental Approach to Organizational Development, 8th Edition, Prentice Hall, 2011.

Student Evaluation

Project	45%
Class participation	10%
Midterm	20%
Final exam	25%

Course Topics

1. Introduction to Organizational Development
2. Change Process <ul style="list-style-type: none">• Change models• Resistance to change• Stakeholder involvement
3. Organizational Change and Human Resource Management
4. Organizational Assessment <ul style="list-style-type: none">• Assessment models• Force field• Tipping point
5. Assessment Tools and Techniques <ul style="list-style-type: none">• Data collection• Data sources• Process mapping
6. Organizational Interventions <ul style="list-style-type: none">• Reengineering• Restructuring• Mergers and acquisitions
7. Human Resource Management Interventions <ul style="list-style-type: none">• Team building• Job design• Training
8. Human Resource Metrics

Methods for Prior Learning Assessment and Recognition

As per TRU policy

Attendance Requirements – Include if different from TRU Policy

As per TRU policy

Special Course Activities – Optional

Use of Technology – Optional