

# Organizational Development



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## **ORGANIZATIONAL DEVELOPMENT**

### **Unit-I**

**Introduction to Organization Development: Concepts, Nature and Scope of O.D.:** Historical Perspective of O.D. – Underlying Assumptions and Values Theory and Practice on Change and Changing – The Nature of Planned Change – The Nature of Client Systems: Group Dynamics, Intergroup – Dynamics and Organizations as Systems.

## **Unit-II**

Operational Components of O.D. – Diagnostic, Action and Process – Maintenance Components.

## **Unit-III**

**O.D. Interventions:** Team Interventions – Inter-group Interventions – Personal, Interpersonal and Group Process Interventions – Comprehensive Interventions – Structural Interventions.

## **Unit-IV**

Implementation and Assessment of O.D. – Implementation Conditions for Failure and Success in O.D. – Efforts. – Assessment of O.D. and Change in Organizational Performance – The Impact of O.D.

## **Unit-V**

Some Key Considerations and Issues in O.D. – Issues in Consultant – Client Relationship  
– Mechanistic and Organic Systems and Contingency Approach – The Future of O.D. –  
Some Indian Experience in O.D.

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