

Business Management Department
Session 2024-2025 (Sem-IV)

Subject: OCD

Load: L-3,P-2

Month	Week	Lectures	Topic
Jan	1	1	UNIT-1-Concept and principles of organization change
		2	Forces of Organizational change
		3	Process of Organizational change
		4	Resistance to Organizational change
		5	Overcoming resistance to Organizational change
	2	1	1. Show value through education and training
		2	2. Collect employee input prior to change
		3	3. Come to an agreement with your employees
		4	4. Include employees in the change management plan
		5	5. Communicate clearly and frequently
Feb	3	1	Revision of unit-1.
		2	UNIT-2-Concept of organizational climate and cultural
		3	Difference between Organizational climate and cultural
		4	Components of organizational climate and cultural
		5	Factors influencing organizational climate and cultural
	4	1	Process of change in organizational climate and cultural
		2	1. Prepare the organisation to change
		3	2. Craft a vision and plan for change
		4	3. Implement the changes
	5	1	4. Embed the changes within company culture and practices
		2	Sessionals
		3	Sessionals
		4	Sessionals
		5	Revision of unit-1.
	6	1	Revision of unit-1.
		2	Revision of unit-2
		3	Revision of unit-2
		4	Oral discussion
March	7	1	Class test
		2	Class test
		3	UNIT-3-Concept of organizational development
		4	Objectives of organizational development
		5	Benefits-1. Continuous development
	8	1	2. Increased horizontal and vertical communication
		2	3. Employee growth
		3	4. Enhancement of products and services
		4	5. Increased profit margins
	9	1	Sessionals
		2	Sessionals
		3	Sessionals
		4	Factors
		5	Oral discussion
	10	1	Class test
		2	Class test
		3	UNIT-4-Concept of individual, interpersonal and group interventions
		4	Objectives of OD interventions
		5	Process of OD interventions

April	11	1	Types of OD interventions
		2	UNIT-5-process of team building
		3	Factors affecting team building
		4	Concept and importance of organizational effectiveness
	12	1	Step in improving organizational effectiveness
		2	Revision
		3	Revision of unit-2
		4	Revision of unit-2
	13	1	Oral discussion
		2	Class test
		3	Revision of unit -3
		4	Revision of unit -3
	14	1	Sessionals
		2	Sessionals
		3	Sessionals
		4	Revision of unit- 4
		5	Revision of unit - 4
		1	Revision of unit - 5
May	15	1	Revision of unit - 5
		2	Revision of unit - 5

Lalita
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