

CP-201: ORGANIZATION EFFECTIVENESS AND CHANGE

Objectives

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

Course Contents

- I. An Overview of Concepts of Organizational Change Effectiveness and Development;
- II. Skills of Change Agent, Organizational Climate and Culture; Power and Politics;
- III. The Process of Empowerment., Organizational Learning; Creativity and Innovation;
- IV. Conflict and Negotiation;. Intergroup Behaviour and Collaboration;
- V. 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.