

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI
COURSE PLAN June - November 2024

Department : M A Human Resource Management
Name/s of the Faculty : Dr.R.Manimalar
Course Title : Designing Organisations for Innovations
Course Code : 23HR/PE/DO23
Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	Emphasize the importance of organization to adapt to technology and live with the pace of change	K1
CO2	Apply the organizational development process to lead an innovative project	K2
CO3	Examine the tools driving organizations to change and development	K3
CO4	Demonstrate various organizational development interventions to achieves its purpose through its design function structure and process	K4
CO5	Create lead design workgroups with multidisciplinary competencies with the learnt knowledge and skills	K5,K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 19 – 26, 2024 (Day Order 1 - 6)	1	Introduction to Organizational Development Definition, Growth and Relevance	K1- K4	2	1-4	Lecture, PPT, discussion	CA and exam
Jun 27 – July 4, 2024 (Day Order 1 - 6)		Theories of Planned Change- Action Research Model, General Model of Planed Change, Systems Theory, Kurt Lewin Theory, Positive Model	K1- K6	3	1-5	Lecture ,Case Study Analysis	CA and exam
July 5 – 12, 2024 (Day Order 1 - 6)		Types of Planned Change Change	K1- K6	2	1-5	Lecture ,Presentation ,Case Study Analysis	CA and exam
July 15 – 23, 2024 (Day Order 1 - 6)	2	Organizational Design Contextual Dimension	K1- K6	3	1-5	Lecture, PPT, discussion, Case Study	CA and exam
July 24 – 31, 2024 (Day Order 1 - 6)		Structural Dimension	K1- K6	1	1-5	Lecture, PPT, Role Play	CA and exam
		Organisational Restructuring:	K1- K6	2	1-5	PPT, discussion	CA and exam
Aug 1 – 5, 2024 (Day Order 1 - 3)		Reasons, Strategies, Benefits	K1-K6	2	1-5	Lecture, Video Presentation,Role Play	CA and exam
Aug 6 – 10, 2024	C.A. Test - I						
Aug 12 – 14, 2024	3	Tools and Techniques Organisational Diagnosis	K3-K6	2	3-5	Lecture,Video Presenatation,Role Play	CA and exam

(Day Order 4-6)		Process and practice					
Aug 16 – 23, 2024 (Day Order 1-6)		Questionnaire as a Diagnostic Tool	K2-K6	3	2-5	Lecture, PPT, discussion, Case Study	CA and exam
Aug 27 – Sep 3, 2024 (Day Order 1-6)	4	Interview as a Diagnostic Tool, Workshops, Task-forces and Other Methods	K2-K6	2	2-5	Lecture, PPT, discussion, Case Study	CA and exam
		Process and Designing OD Process	K2-K6	1	2-5	Lecture, PPT	CA and exam
Sep 4 – 11, 2024 (Day Order 1-6)		Initiating OD relationship, Contracting and diagnosing the problem Collection and analysis for Diagnostic Information, Feedback.	K2-K6	3	2-5	Lecture, PPT, discussion, Case Study	CA and exam
Sep 12 - 20, 2024 (Day Order 1-6)		Designing Interventions: Human Process Interventions- Coaching, Training and Development, Process Interventions,	K2-K6	3	2-5	Lecture, PPT, discussion, Video, Case Study	CA and exam
Sep 23 - 26, 2024 (Day Order 1-4)		Third Party Intervention and team building, Intergroup Relations Interventions, Large Group Interventions.	K2-K6	1	2-5	Lecture, PPT, discussion, Video, Case Study	CA and exam
Sep 27 – Oct 3, 2024	C.A. Test - II						
Oct 4 – 5, 2024 (Day 5 & 6)	5	Special Application of OD OD in Community Based	K2-K6	2	2-5	Group Discusstion, Video, Case Study	CA and exam

		Organisations					
Oct 7 - 15, 2024 (Day Order 1 to 6)		OD in Family Owned Organisations	K2-K6	1	2-5	Group Discusstion, Video, Case Study	CA and exam
		OD in Educational Institutions	K2-K6	1			
		OD in Public Sector Organisations	K2-K6	2			
Oct 16 - 22, 2024 (Day Order 1 to 6)		Future of OD Case Studies	K2-K6	2	2-5	Group Discusstion, Video, Case Study	CA and exam
Oct 23 - 24, 2024 (Day Order 1 to 2)	REVISION						