MGT 425 Organizational Change & Development

# Dr. RandaAlyafi

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#### Office Hours:

Sat, Mon, & Wed: 8:00-9:00; 12:00-1:00

### The Course Objectives:

This course aims to introduce the students to the concept of organizational change and development in terms of its definition, techniques and evolution. It includes planned change and its effects on the processes, strategies, individuals, and culture within the organization. The course also aims to develop the students’ skills of dealing with organizational changes and development.

**Pre-requisite**: **MGT 213** Organizational Theories and Organizational Design

**Texbook**

Brown, Donald R. (2011).  ***An Experiential Approach to Organization Development.***  8thed. Pearson Education, Inc. NJ.

**Commitment to Ethical Behavior**

It is understood that each student will be committed to ethical behavior in the course. It is unethical to:

* ask the professor to raise your grades unjustifiably
* ask the professor to use a certain type of questions in the examination and leave another type.
* ask the professor to grant you a special benefit or status, or override class rules for your sake.
* ask the professor to change course requirements or reassign grades among various course requirements

**Student Evaluation and Grades**

The issue of evaluation in a course of this type poses some special problems. Since you are working similar to that of OD practitioner and the class is the client, it becomes difficult to use traditional exams as a means of evaluation. On the other hand, a practitioner or any manager is never completely free from evaluation, because they are often judged on the achievement of certain objective. Exams will be used in this course, results are based upon the following:

* **(10) Points for (2) Quizzes.** A brief five minutes true-false and multiple choice quiz at the beginning of the class helps to "motivate" the students.

**1st Quiz:** Sat 13/4/1434=23/2/2013**2nd Quiz:** Sat 3/6/1434=13/4/2013

**If any student missed a quiz one point will be deducted from her grades.**

* **(5) Points Case analysis.** The cases provide an opportunity for the participants to “put it all together,” to bring their knowledge of OD to bear upon a problem situation, and a chance to monitor their own progress and compare skills to those of their fellow participants. Students should solve all the cases in class.
* **(25) Points Exams.**The exam is made of true-false, multiple choice, and essay questions (**Sat 20/4/1434h=2/3/2013)**.
* **(5) Points for participation.**The purpose is to encourage class discussion, and group assignments.
* **(10) Research Paper.** Students should work as teams, search for a company (local, or international) that applied a strategic change in one of its department, describe the change, (why, when, who….), and the outcomes. The team report will be written in class.
* **(5) Points oral presentation**

This system has the following advantages:

* The student sets his/her own learning goals and the emphasis is upon personal development and growth.
* The student knows from the beginning just what one needs to do to achieve a desired grade.
* The student knows exactly where he/she stands at each point in the semester or quarter by comparing actual performance to the desired level.

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| **Week** | **Topic** | **Ch** |
| 1 | Introduction |  |
| 2 | OD & Reinventing the Organization | 1 |
| 3 | Organization Renewal | 2 |
| 4 | Changing the Culture | 3 |
| 5 | Role and Style of the OD Practitioner | 4 |
| **Sat 20/4/1434h=2/3/2013 Midterm** | | |
| 6 | The Diagnostic Process | 5 |
| 7 & 8 | Overcoming Resistance to Change | 6 |
| 9 | OD Intervention Strategies | 7 |
| 10 | Process Intervention Skills | 8 |
| 11 | Employee Empowerment and Interpersonal Intervention | 9 |
| 12 | Team Development Intervention | 10 |
| 13 | High-Performing Systems (Selected concept) | 14 |
| 14 | Organization Transformation (selected concept) | 15 |
| 15 | **Review Make-up Exam 3/7/1434=13/5/2013** | |