

Course Outline

Human Enterprise and Innovation
School of Business & Economics ORGB 4870 - **3.00** - Academic

Organizational Development and Change

Rationale

Update Curricunet to reflect standard course outlines established by the School.

Calendar Description

In today's business environment, a human resource practitioner must be a skilled change manager. Students learn to become agents for change, to improve human resources and organizational effectiveness, and to increase productivity. Topics include an introduction to organizational development; change process; organizational change and human resource management; organizational assessments; assessment tools and techniques; organizational interventions; human resource management interventions; and human resource metrics.

Credits/Hours

Course Has Variable Hours: No

Credits: 3.00

Lecture Hours: 3.00

Seminar Hours: 0

Lab Hours: 0

Other Hours: 0

Clarify:

Total Hours: 3.00

Delivery Methods: (Face to Face)

Impact on Courses/Programs/Departments: No change

Repeat Types: A - Once for credit (default)

Grading Methods: (S - Academic, Career Tech, UPrep)

Educational Objectives/Outcomes

1. Define the concepts in organizational development.
2. Explain different change models.
3. Describe why people resist change and strategies to reduce resistance.
4. Discuss and analyze diagnostic tools used to assess organizational effectiveness.
5. Assess and improve human resource management practices.

6. Identify major types of organizational development interventions.
7. Demonstrate how to evaluate organizational development interventions.
8. Apply human resource intervention techniques in different management scenarios.
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Understand human resources metrics and how they relate to organizational development.

7. Identify major types of organizational development interventions.
8. Demonstrate how to evaluate organizational development interventions.
9. Apply human resource intervention techniques in different management scenarios.
10. Understand human resources metrics and how they relate to organizational development.

Prerequisites

ORGB 3810-Organizational Theory and Design

Co-Requisites

Recommended Requisites

Exclusion Requisites

ORGB 4871-Organizational Development and Change

BBUS 4870-Organizational Development and Change

BBUS 4661

BBUS 4870-Organizational Development and Change

Texts/Materials

Textbooks

1. **Required** Brown, Donald. *An Experimental Approach to Organizational* , 8th ed. Prentice Hall, 2011

Student Evaluation

The Course grade is based on the following course evaluations.

Project 45% (0.00%) Class participation 10% (0.00%) Midterm 20% (0.00%) Final exam 25% (0.00%)

Course Topics

1. Introduction to Organizational Development
2. Change Process
 - Change models
 - Resistance to change
 - Stakeholder involvement
3. Organizational Change and Human Resource Management
4. Organizational Assessment
 - Assessment models
 - Force field
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Tipping point

5. Assessment Tools and Techniques

- Data collection
- Data sources
- Process mapping

6. Organizational Interventions

- Reengineering
- Restructuring
- Mergers and acquisitions

7. Human Resource Management Interventions

- Team building
- Job design
- Training

8. Human Resource Metrics

Methods for Prior Learning Assessment and Recognition

As per TRU Policy

Last Action Taken

Implement by Submission Preview Subcommittee Chair Peggy McKimmon

Current Date: 30-Oct-20