

# Organization Development and Change

HRDV-5630

SU 2022 Section BG 3 Credits 05/30/2022 to 07/29/2022 Modified 05/16/2022

## Meeting Times

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### Lecture

Thursdays: 5-9 PM CST

Online - ZOOM

## Description

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Organization development (OD) is the process of planning and implementing interventions to create interpersonal, group, inter-group, or organization-wide change. This course presents the theoretical foundations of organization development as an applied behavioral science. Students will also be introduced to many types of interpersonal, intra-group, inter-group, and organizational interventions that are used to effect comprehensive and lasting changes.

### Requisites

None

## Outcomes

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1. Students will be able to **identify** organizational situations that would benefit from organization development interventions.
2. Students will be able to **diagnose** the organizational systems issues at the level of the individual, small group, inter-group, organization, and organization/environment levels of analysis.
3. Students will **explain** the limitations of conventional analytical frameworks in hyper-turbulent organizational environments.
4. At a foundational level, students will be able to diagnose and **plan** an intervention that will increase organizational effectiveness.
5. Students will be able to **easily locate** professional resources/tools available to the practitioner.
6. Students will be able to **identify** ways to utilize the personal self as an instrument in the change process.
7. Students will be able to **integrate** OD frameworks with broader HR frames and competency models.
8. Students will be able to **synthesize** intellectual explanations from the field with methodological competencies.

## Required Textbook

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### Organization Development: The Process of Leading Organizational Change

Author: Anderson

Publisher: Sage

Edition: 5th

ISBN: 978-1544333021

## Campus Information

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