Class Overview

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General Class Information  All fields must be completed and posted in UVaCollab and World Viewable in SIS no later than two weeks prior to registration. | | | | | | | |
| Subject Area &  Catalog Number | HR 5050 | Class Title | Organization Change and Development | | | |  |
| Credit Type | Undergraduate  Graduate xx | | Credit  Noncredit | Delivery Method | P (In-Person)  CI (Classroom/Internet)  WB (Web-Based) xx | |  |
| Re-licensure  Re-certification Points |  | | Approval Date  (For internal use only) | | |  | |

1. Class Description

The goal of the course is to prepare students to improve organization effectiveness through skilled management of the dynamic factors that influence human behavior within organizational settings. The course provides students with an understanding of the social, structural and process aspects of organizational systems as they affect, and are affected by, groups, other organizations, and the environment.

The course enables the student to understand the behavioral concepts and theories that form the foundation of organization Development (OD), the process of change management, and the OD techniques and interventions designed to improve organization effectiveness. Concepts and processes such as power and influence, conflict, inter-group behavior, decision-making, communication, teams, and leadership are examined in terms of their relationship to organization effectiveness.



Beyond these understandings, the student will develop skills to apply the concepts, theories, and techniques to case scenarios and, ultimately, to actual change situations within his/her work organization.

1. Learning Outcomes
2. Develop an understanding of how OD tools, methods, and techniques are used to assess the nature of an organization, its people, and its decision-making processes.
3. Students will learn how individual and group skills can be linked to the attainment of strategic business goals and objectives.
4. Students learn how to build a comprehensive process for designing an intervention plan to build group and individual skills.
5. Students identify the techniques available to practitioners to gain commitment by management to support OD initiatives.
6. Students learn how team development and intervention strategies can be employed to enhance team performance.
7. Assessment Components

|  |  |
| --- | --- |
| Team Project - IPP | 10% |
| Team Project - Presentation | 30% |
| Case Study | 20% |
| Final Exam | 20% |
| Contribution | 20% |
| Total | 100% |

1. Required Text (include ISBN, specific edition)

Cummings, T.G., and Worley, C.G.  (2009).  Organization development & change, 9th Ed.  Mason, Oh.:  Cengage Learning. ISBN #978-0324421385

1. Required Additional Resources and Technical Components

As assigned

1. Other Class Expectations (for Classroom/Internet and Web-Based classes, specify any live (synchronous) meetings dates, times, delivery mode)

January 27—May 5, 2014

Online asynchronous classroom activities available 24 hrs./day.