

## **BA5018 ORGANISATIONAL THEORY, DESIGN AND DEVELOPMENT**

### DETAILED SYLLABUS

#### **OBJECTIVE**

To learn how an organization can be designed and developed to deal with the challenges from environment, technology, and its own processes.

#### **UNIT I ORGANISATION & ITS ENVIRONMENT**

Meaning of Organisation – Need for existence - Organisational Effectiveness – Creation of Value – Measuring Organisational Effectiveness – External Resources Approach, Internal Systems Approach and Technical approach - HR implications.

#### **UNIT II ORGANIZATIONAL DESIGN**

Organizational Design – Determinants – Components – Types - Basic Challenges of design – Differentiation, Integration, Centralization, Decentralization, Standardization, Mutual adjustment- Mechanistic and Organic Structures- Technological and Environmental Impacts on Design- Importance of Design – Success and Failures in design - Implications for Managers.

#### **UNIT III ORGANISATIONAL CULTURE**

Understanding Culture – Strong and Weak Cultures – Types of Cultures – Importance of Culture - Creating and Sustaining Culture - Culture and Strategy - Implications for practicing Managers.

#### **UNIT IV ORGANISATIONAL CHANGE**

Meaning – Forces for Change - Resistance to Change – Types and forms of change – Evolutionary and Revolutionary change – Change process -Organisation Development – HR functions and Strategic Change Management - Implications for practicing Managers.

#### **UNIT V ORGANISATION EVOLUTION AND SUSTENANCE**

Organizational life cycle – Models of transformation – Models of Organizational Decision making – Organizational Learning – Innovation, Intrapreneurship and Creativity-HR implications.

#### **REFERENCES**

1. Thomson G. Cummings and Christopher G. Worley, Organisational development and Change, Cengage, 9th edition 2011
2. Robbins Organisation Theory; Structure Design & Applications, Prentice Hall of India, 2009.

## Diploma, Anna University-UG, PG., HSC & SSLC

*Notes*  
*Syllabus*  
*Question Papers*  
*Results and Many more...*

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[www.AllAbtEngg.com](http://www.AllAbtEngg.com)

3. Bhupen Srivastava, Organisational Design and Development: Concepts application, Biztantra , 2010.
4. Robert A Paton, James Mc Calman, Change Management, A guide to effective implementation, Response Books, 2012.
5. Adrian Thorn Hill, Phil Lewis, Mike Mill more and Mark Saunders, Managing Change -A Human Resource Strategy Approach, Wiley, 2010.
6. Gareth R.Jones, Organisational Theory, Design & Change, Pearson Education, 6th Edition 2011.
7. Richard L. Daft, Understanding theory & Design of Organisations, Cengage, Western, 10th Edition 2012.