

Antalya Bilim University
Department of Management,
BUSI 461 Organizational Development and Change

Class time& Place:

Office hours:

Other times by appointment, and when available

Organization development (OD)—a process that applies a broad range of behavioural science knowledge and practices to help organizations build their capability to change and to achieve greater effectiveness, including increased financial performance, employee satisfaction, and environmental sustainability. Organization development differs from other planned change efforts, such as project management or product innovation, because the focus is on building the organization's ability to assess its current functioning and to make necessary changes to achieve its goals. Moreover, OD is oriented to improving the total system—the organization and its parts in the context of the larger environment that affects them.

In this course, the broad background of OD and assumptions, strategies and models, intervention techniques, and other aspects of OD will be examined. This course provides an introduction to OD, describing first the concept of OD itself. Second, it explains why OD has expanded rapidly in the past 60 years, both in terms of people's need to work with and through others in organizations and in terms of organizations' need to adapt in a complex and changing world. Third, it reviews briefly the history of OD, and fourth, it describes the evolution of OD into its current state.

Course book:

Cummings, Thomas G. & Christopher G. Worley (2015), **Organization Development and Change**, Cengage Learning

Recommended readings:

Additional reading material will be provided by the lecturer.

Developing Graduate Attributes

Students will be encouraged to develop the following graduate attributes by undertaking the course activities and mastering the course contents. These attributes will be assessed within the assessment tasks:

- skills involved in scholarly enquiry;
- an in-depth engagement with the financial statement analysis disciplinary knowledge;
- the capacity for analytical and critical thinking;
- the ability to engage in independent and reflective learning.

Academic Honesty and Plagiarism

Plagiarism is using the words or ideas of others and presenting them as your own. Plagiarism is a type of intellectual theft. It can take many forms, from deliberate cheating to accidentally copying from a source without acknowledgement. Although plagiarism is well established in Turkish educational system, you will be punished heavily if you are caught do it.

Assessment Criteria:

- 1) **Midterm (30%):** Students are responsible for all class material covered until the midterm exam.
- 2) **Final exam (60%):** This exam is cumulative and will focus on all units and topics studied throughout the course, but emphasis will be after midterm.
- 3) **Quizzes and Homework (10%)**

Course Schedule

WEEK 1 (22 Sep 2022) Introduction

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 2 (29 Sep 2022) Overview of Organization Development

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 3 (06 Oct 2022) The Process of Organization Development

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 4 (13 Oct 2022) The Process of Organization Development

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 5 (20 Oct 2022) Human Process Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 6 (27 Oct 2022) Human Process Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 7 (03 Nov 2022) Technostructural Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 8 (10 Nov 2022) MIDTERM EXAM

WEEK 9 (17 Nov 2022) Human Resource Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 10 (24 Nov 2022) Human Resource Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 11 (01 Dec 2022) Strategic Change Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 12 (08 Dec 2022) Strategic Change Interventions

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 13 (15 Dec 2022) Special Applications of Organization Development

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning

WEEK 14 (22 Dec 2022) Special Applications of Organization Development

Cummings, Thomas G. & Christopher G. Worley (2015), Cengage Learning