

QUESTION PAPER MAY KINDLY BE PREPARED ONLY IN ENGLISH

THIRD SEMESTER

ORGANIZATIONAL DEVELOPMENT

MBA (PM) 301

SS-402 = 213
214

Max Marks 100
Internal 30
External 70
Time 3 Hrs

SS-649

SS-545

SS-594

SS-589

OBJECTIVES

- To acquaint students with the theory and practice of the process of organizational development, and to develop the skills in organizational effectiveness, change and climate

CONTENTS

- Organizational Development: Concepts, Scope, Historical Perspectives, Characteristics, OD process.
- OD Intervention- Concept, Nature, Sensitivity Training, Team Building, Survey Feedback, Process Consultation, Grid OD, Systems & Management: Action Research & OD.
- OD in Indian Industry
- Organizational Effectiveness- Concept, Factors, Goals, Functional and System Research Approach, Maximization vs. Optimization of Effectiveness: Organizational and Managerial Effectiveness, Effectiveness through Adaptive Coping Cycle
- Organizational Change- Concept and Forces for Changes: Managing Planned Change, Resistance to Change: Approaches to Managing Change, Change Agents, Innovation, Empowerment
- Organizational Climate Concepts, Factors Affecting Organizational climate, Measurement of Organizational Climate.

Suggested Reading

Warren G B

Organizational Development

SS. 599

SS. 402

SS. 649

2

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Robert L K	213 214	Studies in Organizational Stress
Richard J Selfridge & Stanley L Sokolik		Organizational Development
Beckhar R		Organizational Development
Newton Morgulies & Rai A P		Organizational Development
Abad Ahamd		Management & Organizational Development
Rensis R L		The Human Organization
John P C		Managerial Behaviour Performance & Effectiveness
Keith Davis		Human Behaviour at Work
Warren G B		Changing Organizations
French & Bell		Organizational Development

SS 589

NOTE : One case study to be given in the paper.

COMENSATIONAL PLANNING

MBA (PM) 302

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SS. 403

213
214

SS. 650

SS. 995

SS. 590

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OBJECTIVES

- To provide understanding of management compensation, and wage and salary administration in corporate sector and public service.
- To impart skills in formulating compensation policy and systems based on principles of equity and efficiency.

CONTENTS

- Employee Compensation : Definition and Objectives. Types. Factors Effecting Employees Compensation. Employee

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~~SS-534~~ ~~SS-650~~
2

~~SS-595~~
~~SS-590~~
2
~~SS-403~~
2

Compensation Planning, Problems in Compensation Planning, Behavioral Aspect of Employee Compensation.

Wage Administration: Need for a Rational Wage Policy, Components of Industrial Pay structure, Methods of Payment and Incentive Plans, Methods of Wage Fixation.

Salary Administration: Aims of Salary Administration, Principals of Salary Formulation, Components of Salary Administration, Salary Structure, Salary Progression, Salary Administration Procedure and other Allowances, Employee's Stock Option Plan (ESOP), Pay for performance system

Fr-14 Fringe Benefits: Concept, Philosophy, Principles, Classification, Necessity and Importance of Fringe Benefits In India, Economic Justification, Fringe Benefits & Resent Job satisfaction trends in Fringe Benefits in Indian Industries, Social significance of fringe benefits

- Job Evaluation: Concept, Scope, Limitations, Methods of Job Evaluation
- Job Pricing Techniques: Pricing of Managerial Jobs

Suggested Reading

Flippo Edwin B	:	Principles of Personnel Management
Scott W E, Clothair	:	Personnel Management
R C & Spriegel W R		
Kimball D D	:	Principles of Industrial Organization
& Kimball J		
Yoder Dale	:	Personnel Management & Industrial Relations
De cenzo & Robbins	:	Personnel/Human Resource Management
Wether & Davis	:	Personnel Management & Human Resource
Mamoria C B	:	Personnel Management

NOTE : One case study is to be given in the paper

