NPTEL Syllabus

Organisation Management - Video course

COURSE OUTLINE

(a) Course Design Rationale

The Rationale and objective of the courses to impart to the student:

1. An understanding of the theory and principles of Organization Management and the resulting ability to practice effective and pragmatic management.
2. The ability to perceive issues from an overall strategic organization management perspective.
3. The means to analyze developments in an organization's macro environment in the order to enable the organization to take advantages of changing opportunities.
4. The means to effectively understand the organization problem and harness resources to achieve the objectives of the organization and its members.
5. The ability to become a performance-oriented change agent.

(b) Course Outline

1. Introduction to the subject and the course
2. Module A: Introduction, majors schools of thought and theories
   1. Introduction to organizational management, nature, scope and complexity
   2. Longitudinal thinking and legacy factor
   3. Theory and majors schools of thought and framework of organizational analysis
   4. Systems contingency approach to organization theory and practice; techniques of organizational diagnosis
   5. Theory of organizational structures – nature and consequence of structure
3. Module B: Impact of structure, organization change and intervention strategy
   1. Socio-culture dimension of work and behavior
   2. Impact of Environment and cultural variables on organization structure and Style
   3. Organization change & Organization development
   4. Intervention strategies for organization development - Individual, Group & Interpersonal Interventions
   5. Total System Intervention & Stabilizing Change, MBO
   1. Nature of Organizational Processes
   2. Environmental analysis Techniques & impact for organizational growth
   3. Issues of Mechanization, Automation & Computerization
   4. Organization Interdependence

COURSE DETAIL

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Content</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Introduction to the subject and the course</td>
<td>1 hr</td>
</tr>
<tr>
<td></td>
<td>Module A: Introduction, majors schools of thought and theories</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>-------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>2.1</td>
<td>Introduction to organizational management, nature, scope and complexity</td>
<td>3 hrs</td>
</tr>
<tr>
<td>2.2</td>
<td>Longitudinal thinking and legacy factor</td>
<td>2 hrs</td>
</tr>
<tr>
<td>2.3</td>
<td>Theory and majors schools of thought and framework of organizational analysis</td>
<td>3 hrs</td>
</tr>
<tr>
<td>2.4</td>
<td>Systems contingency approach to organization theory and practice; techniques of organizational diagnosis.</td>
<td>2 hrs</td>
</tr>
<tr>
<td>2.5</td>
<td>Theory of organizational structures - nature and consequence of structure</td>
<td>2 hrs</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Module B: Impact of structure, organization change and intervention strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Socio-culture dimension of work and behavior</td>
</tr>
<tr>
<td>3.2</td>
<td>Impact of Environment and cultural variables on organization structure &amp; Style</td>
</tr>
<tr>
<td>3.3</td>
<td>Organization change &amp; Organisation development</td>
</tr>
<tr>
<td>3.4</td>
<td>Intervention strategies for organization development - Individual, Group &amp; Interpersonal Interventions</td>
</tr>
<tr>
<td>3.5</td>
<td>Total System Intervention &amp; Stabilising Change, MBO</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Module C: Environment Analysis &amp; Impact: Automation, Interdependence &amp; Evaluation Issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>Nature of Organisational Processes</td>
</tr>
<tr>
<td>4.2</td>
<td>Environmental analysis Techniques &amp; impact for organizational growth</td>
</tr>
<tr>
<td>4.3</td>
<td>Issues of Mechnisation, Automation &amp; Computerisation</td>
</tr>
<tr>
<td>4.4</td>
<td>Organisation Interdependence</td>
</tr>
</tbody>
</table>


**Coordinators:**

Prof. Vinayshil Gautam
Department of Management Studies
IIT Delhi
4.5 Organisation Evaluation  3 hrs

Total Hours  40

References: