ORGANIZATION DEVELOPMENT AND CHANGE

1. Organization: Definition, Structure, Evolution
2. Life Cycle Theories: The Difference between Progress and Evolution
3. Social Change, Organizational Change and Organizational Development
4. Theories on Organizational Change
5. Organization Development: History and Theories
6. Organization Diagnosis
7. Organization Analysis: Collecting and Analyzing Data
8. Organization Change Implementations Techniques: Inter-group, Techno-structural, Human Resources and Strategic Intervention
9. Technology and Organizational Change and Development
10. Resistance to Change
11. Overcoming Resistance to Change
12. Change Management and Organization Development
13. Chaos Theory and Related Organizational Models

Grades

- 45% of the grade comes from the final examination (written exam)
- 20% of the grade comes from the final paper, handed in at the end of the semester, at a date to be decided (10 pages, min. 7 references, Times New Roman)
- 25% of the grade comes from the paper based on the alternative bibliography (synchronic or diachronic analysis - instructions to be posted on the net)
- 10% of the grade comes from “homework” – papers to handed in during the semester.

NOTE: The deadlines have to be met for the papers to be taken into consideration.
ALTERNATIVE BIBLIOGRAPHY

1. Isaac, Asimov – Prelude to Foundation
2. Golding, William – The Lord of the Flies
3. Herbert, Franke – Dune (vol. I-II)
4. Orwell, George – Animal Farm
5. Orwell, George – 1984
6. Jules Verne – Two Years Vacation

Exam subject nr. 1.

a. Identify and describe the Zenon paradox.

b. Explain the limitation of the Zenon paradox and how we can prove it wrong at a theoretical level

c. Explain how we can use the Zenon paradox as a useful tool for OD from the perspective of chaos theory.
BIBLIOGRAFIE


31. Harvey, Donald; Brown, R. Donald - An Experiential Approach to Organization Development, 2000 Prentice Hall.


72. Tripon, Ciprian - Despre rezistenta la schimbare, Calin Ghioltan, in Revista Transilvania de Studii Administrative, nr1 (2)/1999, Presa Universitara Clujeana


75. Weick, K.E.- The social psychology of organizing. 1979 (1969 Reading, MA: Addison-Wesley.


