Western Carolina University

M.S. in Human Resources

HR 615: Organization Development

Course Description:

This course explores at the graduate level the practices, theories and methods of planned organizational change. The course material addresses the history, theory and practice within the field of Organization Development (OD) and emphasizes actual OD initiatives implemented at major corporations.

Learning Objectives:

Upon the completion of this course, learners will be able to:

1) Define Organizational Development and explain your definition
2) Describe the steps of an OD intervention
3) Discuss the historical roots of OD theory
4) Analyze case studies of OD interventions for their strengths and weaknesses and applicability to other organizational change contexts
5) Discuss the variables to be considered when developing an OD intervention
6) Research, interpret, and link the scholarly and practitioner literature in OD for a particular issue
7) Discuss the ethical aspects of OD