

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.

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

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