

Office of Academic Affairs  
Tarleton State University  
Date Prepared: 12/1/08  
Dates Revised:

### Master Course Syllabus Outline

Department: Management, Marketing and Administrative Systems  
Course Prefix/Number: MGMT 568  
Course Title: Organizational Development & Change  
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: Study, research and analysis of pro-active strategies for organizational change using the theories and techniques of applied behavioral science. Examines the phases of consulting, strategies, intervention decisions and actions, multiple roles, skills and phases of internal and external consultants, ethical dilemmas and guidelines and the implementation of action research. A complete, step-by-step, intervention strategy is developed during this course.
- II. Prerequisites: None.
- III. Expanded Course Description:  
The content of this course centers around the study, research and analysis of pro-active strategies for organizational change using the theories and techniques of applied behavioral science. The role of the organization development consultant will be the key focus for this course. Diagnostic and intervention strategies applicable to various organizational contexts will be examined. Course will serve a required course for the MS program in Management and Leadership and would be an excellent elective for the MS in Human Resource Management degree. This course may also be useful as an elective for other graduate programs across campus.
- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).

At the conclusion of the course the student will be able to:

- Define various terms in Organizational Development & Change including organizational culture,
- Apply theories and current research concerning individuals, groups, and organizations to the process of change
- Discuss the process of change as applied to organizational culture and human behavior
- Identify organizational situations that would benefit from OD intervention

- Analyze/diagnose ongoing activities within an organization and design and plan the implementation of selected OD interventions.
- V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:
- a) Course Requirements
  - b) Required Text(s)
  - c) Bibliography
- VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.
- VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of Disability Services at (254) 968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State University.

Department Head Signature/Date:

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Signature

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Date