

교과목명	조직개발론		학수번호	10706001	이수	전선	학점	3
강의시간	목C, 목D	강의실						
선수과목			공학인증 이수구분					
교수소속	경영대학 경영학과(글로벌경영학트랙)	교수성명	조성준	연락처				
e-mail		연구실	가천관 804호	지도상담시간				
홈페이지/카페			조교					

강의 개요

This course examines issues of organization development, planned change in an organization. Based on the knowledge of behavioral science, students will learn and practice how OD practitioners identify and diagnose problems, plan and implement OD interventions, and evaluate the change program. The purpose of OD is to improve effectiveness of organization by adapting the organization to changing environment, achieving high level of productivity, and satisfying stakeholders. In order to develop skills and knowledge about OD, this course will combine theoretical discussion with case studies and real life projects.

강의 목표

At the end of the course, you will be able to:

Understand OD and other related concepts and theories of OD;
 Understand the OD process and roles and responsibilities of OD practitioner (consultant);
 Diagnose an organization and identify key issues and problems; and
 Develop and propose solutions to organizational issues

Since this course is taught in English, a second language for most of the students, you are expected to improve skills and confidence in reading, listening, writing, and speaking in English throughout the practices of the course.

강의 진행방법

Attendance check & announcement (5 min)
 Lecture (60 min)
 Q&A (5 min)
 Summary of key lessons and wrap-up (5 min)
 Break (15 min)
 Describing today's team activity and expected results (10 min)
 Group discussion (30 min)
 Group presentation (20 min)
 Instructor's feedback to group presentation and wrap-up lecture (15min)

평가요소	성적 평가방법	비율
출석	Attendance check every class. 5 points will be deducted per one absence	10
중간고사	Short response+Short essay	20
기말고사	Short response+Short essay	20
레포트	Consulting paper & Presentation	20
그룹 프로젝트	Group Activities	20
기타	Participation	10
합 계		100

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과제명 및 과제작성 방법안내	제출일	제출물 유형 및 제출방법
<p>Develop a team-based consulting report. The consulting project should address real issues of an organization you choose.</p>		E-Class
<p>Your consulting report must include the following components.</p> <ul style="list-style-type: none"> -Cover page: the title, course number and name, and writer's identity -Executive Summary -Overview: Description of the organization -Diagnose the organization -Problem statement -Analyze the problems -Develop recommendations -Plan implementation -Conclusions -Introduction -Identifying key issues -Review of literature -Discussion of relevant theories or frameworks to approach the key issue -Recommendations to managers and conclusion -Reference list 		
<p>Your paper won't be accepted if the similarity score of Turnitin.com is higher than 30%. If you want instructor's feedback before submission, send your draft via email by Nov. 15.</p>		
<p>[Guideline for consulting paper]</p> <ul style="list-style-type: none"> *Use MS-Word, 12pts, Times New Roman with double spaced lines. *All formats including headings, citations, and reference list should comply with APA 6th. *Use at least 5 academically trustable sources such as published articles & books. Online journal article is counted as an academically trustable source. 		

구분	교재명	저자	출판사	출판년도
주교재	Organization Development	G. McLean	BK	2006
부교재	Reading packet			
참고자료				

강의 규정 (학습자 유의사항)
<ul style="list-style-type: none"> *Read assigned chapters and cases prior to classes. *Be responsible. Student's responsibilities include attending classes, submitting assignments on time, and allocating sufficient time to this course. *Be respectful to instructor and colleagues. *Participate in group and class-wide activities. *Do not hesitate to contact instructor to ask questions or express opinion.

장애학생 지원내용
<p>If you want to request disability accommodations, please notify the instructor, who will contact school administration for assistance in making the appropriate arrangements.</p>

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주차	기간	수업내용 및 학습활동						
1	03/02 ~ 03/08	Orientation Ch. 1. What is organization development						
2	03/09 ~ 03/15	Ch 2. Entry: Marketing and Contracting Ch 3. Start-up and Systems Theory						
3	03/16 ~ 03/22	Ch 4. Organizational Assessment and Feedback						
4	03/23 ~ 03/29	Ch. 5. Action Planning and Introduction to Interventions						
5	03/30 ~ 04/05	Ch 6. Implementation: Individual Level						
6	04/06 ~ 04/12	Ch 7. Implementation: Team and Interteam Levels						
7	04/13 ~ 04/19	Ch 8. Implementation: Process Level						
8	04/20 ~ 04/26	Midterm Test						
9	04/27 ~ 05/03	No class (children's day)						
10	05/04 ~ 05/10	Ch 10. Implementation: Organizational Level Interim Presentation						
11	05/11 ~ 05/17	Ch 12. Evaluation of Processes and Results						
12	05/18 ~ 05/24	Ch 13. Adoption of Changes and Follow-up						
13	05/25 ~ 05/31	Ch. 15. Ethics and Values Driving OD						
14	06/01 ~ 06/07	Ch. 16. Competencies for OD						
15	06/08 ~ 06/14	Ch. 17. Issues Facing OD and Its Future Final Presentation						
16	06/15 ~ 06/21	Final Test						