102-1 Preliminary Syllabus, Da-Yeh Univ

Information

Title		Serial No. / ID	3117 / IBB3007
Dept.		School System / Class	3 1
Lecturer		Full or Part-time	
Required / Credit	Optinal / 3	Graduate Class	No
Time / Place	( )CDE / B204	Language	Chinese

Introduction

Enterprises are directly or indirectly subject to the effect and impact of global political and economic environments. The urge and demand to change an organization also increase therefrom. No matter the changes are active or passive, they all aim to operate the organization with more effect and efficiency. This curriculum is to discuss some basic ideas like the significance of international enterprises change management, change pressure and resistance, how to overcome the resistance to change, the attitude transformation of group members facing changes, etc. Furthermore, how to apply the above ideas into the enterprises is also a target so as to assist students in grasping the theory and practice of change management of international enterprises.

Outline

1   Introduction of Organizational Development
2   Essence and Strategy of Change
3   Organizational Diagnosis: Types and Options of Organizational Development Intervention Techniques
4   The Design of Organizational Development Plan
5   Leading and Manage Change
6   Evaluation and Institutionalization of Organizational Development Plan
7   Organizational Development Plan of Interpersonal and Intergroup Process
8   Organization Structure Design and Job Design
9   mid-term test
10   Changing Organization Cultures
11   Organizational Learning and Knowledge Management
12   Human Resource Management Development Plan: Performance Management
13   Strategic Organizational Development Plan: Organizational Transformation
14   Assessment of Change Result
15   Bonding of Change Management and Forces for Change
16   Organizational Development under Global Circumstance
17   Future Directions of Organizational Development
18   Final Exam

Prerequisite

Pre-Human Resource Management