

<b>Study program: Mechanical Engineering</b>				
Type and level of studies: BSC				
<b>Course unit: Organization development</b>				
<b>Teacher in charge:</b> Snezana Nestic, Aleksandar Aleksic				
Language of instruction: English				
ECTS: 6				
Prerequisites: no				
Semester: <i>Summer semester</i>				
<b>Course unit objective:</b>				
The objective of the course is to familiarize students with the significance of organizational changes and the concept of organizational development in modern organizations.				
<b>Learning outcomes of Course unit</b>				
At the completion of this course, students will have conceptual and practical knowledge in the field of organizational development; will be able to understand strategies, methods and techniques used in organizational development and change management, in order to improve the effectiveness and continuity of business organizations.				
<b>Course unit contents</b>				
<i>Theoretical classes</i>				
In the theoretical part of the course, the following fields will be covered: The Definition and Characteristics of Organization Development. A Model for Organizational Development and Focus of Organizational Development. Changing the Organization Culture. Role and Style of the OD Practitioner. The Process of Organization Development. Basic Strategies to Change and The Integration of Change Strategies. Developing Excellence in Individuals and Performance Management. Team Development and Conflict Management. Intergroup Development. Management of the Techno-structural changes. Goal Setting for Effective Organizations. The Learning Organization. Organization Transformation and Strategic Change.				
<i>Practical classes</i>				
Application of theoretical knowledge and skills to solve real life problems; case studies, simulations, tests and games in the field of organizational development. Work in groups.				
<b>Literature</b>				
[1] Cummings T.G. & Worley C. G. (2015). Organization Development & Change, 10th edition, South-Western Cengage Learning.				
[2] Brown D.R. (2006). An experiential approach to organization development, 7th edition, Pearson Prentice Hall.				
<b>Number of active teaching hours</b>				<b>Other classes 1</b>
Lectures: 3	Practice: 2	Other forms of classes: mentoring system	Independent work: 0	
<b>Teaching methods</b>				
Teaching is comprised of lecturing by the use of modern teaching resources - video presentations and educational films and oral exercises. Evaluation of knowledge: tests and seminar.				
<b>Examination methods ( maximum 100 points)</b>				
<b>Exam prerequisites</b>	<b>No. of points:</b>	<b>Final exam</b>	<b>No. of points:</b>	
Student's activity during lectures	<b>10</b>	oral examination	<b>30</b>	
practical classes/tests	<b>30</b>	written examination		
Seminar/homework	<b>25</b>	.....		
Seminar presentation	<b>5</b>			
<b>Grading system</b>				
<b>Grade</b>	<b>No. of points</b>	<b>Description</b>		
<b>10</b>	<b>91-100</b>	Excellent		
<b>9</b>	<b>81-90</b>	Exceptionally good		
<b>8</b>	<b>71-80</b>	Very good		
<b>7</b>	<b>61-70</b>	Good		
<b>6</b>	<b>51-60</b>	Passing		
<b>5</b>	<b>≤50</b>	Failing		