

Organizational Development solved GDB

Thanks to Sidra Rameez

In My point of view Organizational Development have a future

Organizational Development and Change Management both are fields of Human Resources Management they are related to each other.

DEVELOPMENT

CHANGE

Development leads towards Change. Due to development there is change in Value which is internally effect the individual. Change is the human process not the mechanical or a financial one. The individual just not emphasis on the system change but he becomes part of the system. We have talked a lot about OD practitioners and OD consultants in the course books and discussion but in reality these are the skills which are applied by all type of change agents whether you are manager, project manager you are in IT matter what you do if you are trying to change or the changes involved in your job than the skills of OD very relevant to your position.

Rather than OD have strong influence on the Change it have some others benefits which make it unique.

- OD performs Detail Diagnosis in which its works from root causes and involve organizational members.
- OD has wide range of intervention strategies which increase employees performances
- OD is a response to change, a complex educational strategy intended to change the beliefs, attitudes, values and structure of organizations so that they can better adapt to new technologies, markets and challenges.