

## Organization Development A Process Of Learning And Changing 2nd Edition

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Organization development is the study of successful organizational change and performance. OD emerged from human relations studies in the 1930s, during which psychologists realized that organizational structures and processes influence worker behavior and motivation. More recently, work on OD has expanded to focus on aligning organizations with their rapidly changing and complex environments through organizational learning, knowledge management and transformation of organizational norms and valu

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Organizational development and planning is the process of looking at an organization 's current state, where it wants to go, and determining how it will get to that point. This process takes some hard analysis of the organization and its culture, plus the possibility of major change always exists.

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