

## Organizational Development Case Study

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### Organization Development Case Study: Introduction

For any organization to be successful in its field and progress to profitability, it is important that managers and employees in its leadership embrace organizational development. According to Cummings and Worley, "Organizational Development (OD) is a planned long-term effort led and supported through the top management to improve an organization's ability in a bid to solve its own problems by continuously working together and managing the culture using behavioral skills" (2005, p. 1).

The paper uses the Tedtec Company Limited, which is a fictional organization. The company chosen for this case study is respected in the country of origin. It is among the pioneers of organizational development in the country. Tedtec Company Limited that is located in India has been in operation for the last 70 years dealing with machinery, engineering, production, and construction works.

According to the results of the performance index of India's companies, Tedtec Company Limited "is also adjudged India's best managed and most respected company on various attributes of customer delight and shareholder value" (Roy, 2006, p. 25). The case study on organizational development was based on this company because of its significant history in this field in India.

### Company profile

Tedtec Company Limited is among the most respected of India's private sector companies that deal with technology, construction, engineering, and manufacturing. The company has been in existence for about seven decades with a strong international presence including offices in the China as well as her Gulf neighbors.

A wide marketing and distribution network and decades of strong customer focused approach has ensured that the company is the leader in its field. The company also "believes that progress must be achieved in harmony with environment" (Roy, 2006, p.

# Labour Organization And Development Case Studies

**Darlene F. Russ-Eft, Catherine M.  
Sleezer**



## **Labour Organization And Development Case Studies:**

*Trade Unions and Democracy* Geoffrey Wood, 2017-09-29 *Trade Unions and Democracy* explores the role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time *Trade Unions and Democracy* brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

**Research for Development** Sophie Laws, Caroline Harper, Nicola Jones, Rachel Marcus, 2013-02-01 *Research for Development* offers a comprehensive guide to commissioning managing and undertaking research in development work It serves both as a practical reference manual and an indispensable learning tool Divided into three parts the book provides a complete overview of the research process spanning the uses planning and management of research reviewing existing evidence learning development research skills choosing research methods undertaking ethical research writing an effective research report promoting research uptake and assessing research monitoring and evaluation This fully revised second edition also includes a new section on how to use the internet for research Its 16 chapters are enriched by a variety of international case studies checklists of key points learning exercises helpful references to further reading and engaging illustrations The book also includes a detailed glossary of terms Drawing on considerable hands on experience *Research for Development* is an ideal practical companion for students of development studies and public policy as well as practitioners in the field Cover image Jenny Matthews World Vision PhotoVoice

**The Companion to Development Studies** Vandana Desai, Rob

Potter, 2014-03-21 The Companion to Development Studies contains over a hundred chapters written by leading international experts within the field to provide a concise and authoritative overview of the key theoretical and practical issues dominating contemporary development studies. Covering a wide range of disciplines, the book is divided into ten sections, each prefaced by a section introduction written by the editors. The sections cover the nature of development theories and strategies of development, globalization and development, rural development, urbanization and development, environment and development, gender, health and education, the political economy of violence and insecurity, and governance and development. This third edition has been extensively updated and contains 45 new contributions from leading authorities dealing with pressing contemporary issues such as race and development, ethics and development, BRICs and development, global financial crisis, the knowledge-based economy and digital divide, food security, GM crops, comparative urbanism, cities and crime, energy, water, hydropolitics, climate change, disability, fragile states, global war on terror, ethnic conflict, legal rights to development, ecosystems, services for development, just to name a few. Existing chapters have been thoroughly revised to include cutting-edge developments and to present updated further reading and websites. The Companion to Development Studies presents concise overviews providing a gateway to further reading and a flexible resource for teaching and learning. It has established a role as essential reading for all students of development studies as well as those in cognate areas of geography.

international relations politics sociology anthropology and economics      **Case Studies in Needs Assessment** Darlene F. Russ-Eft, Catherine M. Sleezer, 2019-09-05 Case Studies in Needs Assessment offers insights about the practice of needs assessment in dynamic real world organizations and communities This book invites both novice and seasoned analysts to look over the shoulders of practitioners to examine needs assessment practice in action to grasp the real world issues that arise and to understand a variety of needs assessment strategies and challenges Each case in this book examines the implementation of needs assessment in a specific situation bridging needs assessment theories and actual practice The book is organized around five major approaches knowledge and skill assessment job and task analysis competency assessment strategic needs assessment and complex needs assessment The last chapter summarizes lessons learned from all the case studies it describes the insights and tricks of the trade that Darlene Russ Eft and Catherine Sleezer gained from commissioning and reviewing these cases      **Tourism and Development** Richard Sharpley, David J. Telfer, 2015 This book

commissioning and reviewing these cases      **Tourism and Development** Richard Sharpley, David J. Telfer, 2015 This book explores the relationship between tourism and development and establishes a conceptual link between the interconnected disciplines of tourism studies and development studies This new edition includes updated chapters drawing on contemporary knowledge as well as 5 new chapters that consider emergent themes in tourism and development      **Global Public Goods**

**and Sustainable Development in the Practice of International Organizations**, 2023-11-07 This volume examines in an innovative and applied perspective the interdependence between the role of international organizations the existence of global public goods and the need of sustainable development Moreover it is set within the context of current challenges in

today's world of dramatic transition and clearly responds to the need for filling the existing research gap in this area. It also demonstrates excellent knowledge of primary resources and a very good mastery of the various concepts and policy issues. Moreover, it offers an important added value to the theory research and recent publications of the concerned broad study field. Contributors are Aleksandra Borowicz, Leiza Brumat, Diego Caballero, Vlez Giuseppe, T. Cirella, Rasa Dauglien, Agnieszka Domańska, Ma gorzata Dziemba, a Lenka Fojtková, Katja Zajc, Kej ar Agnieszka K os, Ewa Kosycarz, Anatoliy Kruglashov, Andrzej Latoszek, Ewa Latoszek, Mirella M rcu, Willem Molle, Ewa Osuch, Rak Marta, Pachocka Nina, Ponikvar, Magdalena Proczek, Angela Maria Romito, Piotr Stolarczyk, Aleksandra Szczerba, and Anna W jtowicz.

**Employment and Inclusive Development** Rizwanul Islam, Iyanatul Islam, 2015-02-11. Issues relating to employment and labour have once again come to the fore of global policy debates in the wake of the widespread unemployment that has accompanied the current financial crisis. In the developing world, there is a growing realization that productive employment promotion and social protection have to be at the core of inclusive growth and development. This book supports the view that employment is a cross-cutting issue shaped by macroeconomic and microeconomic policy interventions and provides a capacious framework to analyse the complexity of this global debate. It covers a wide range of issues that have received insufficient attention in the discourse of development and labour economics. These include the impact of macroeconomic policies on employment, labour rights, the development of human capabilities and employability, youth employment, the benefits and costs of labour market flexibility, and the importance of social protection for all. This important book aims at filling this gap by revisiting old debates and reconnecting them to the contemporary context, combining analyses with relevant empirical evidence. It will appeal to a diverse readership of academic institutions and think tanks, international organizations, bilateral donors working on development issues, and policy makers in developing countries.

**Business and Development Studies** Peter Lund-Thomsen, Michael Wendelboe Hansen, Adam Lindgreen, 2019-10-16. Business and Development Studies: Issues and Perspectives provides a comprehensive collection of cutting-edge theoretical and empirical contributions to the emerging field of business and development studies. Compared to more traditional business school accounts of business in developing countries, which focus on the challenges and opportunities of doing business in developing countries, this anthology explores whether, how, and under what conditions business contributes to the achievement of economic, social, and environmental goals in developing countries. The book consolidates the current status of academic work on business and development, identifies the state of the art in relation to this academic field, and establishes a future research agenda for business and development studies as an emerging academic discipline within the social sciences. The book will be of interest to researchers and students, including economists, geographers, sociologists, political scientists, corporate social responsibility specialists, and development scholars who are seeking an in-depth overview of current debates about the role of business as a development agent in the Global South. The book is also of relevance to practitioners that are engaged in work with the private sector seeking to

enhance the positive effects and minimize the negative economic social and environmental consequences of business activity in the Global South

**Social Policy for Development** Anthony L Hall, James Midgley, 2004-03-31 Strong social policy is essential for sustainable growth This book is an extremely useful overview of social policy issue for policy makers and anyone who wants to understand the true roots of successful sustainable development Ian Johnson Vice President for Sustainable Development The World Bank Throughout the world issues of social development have now taken centre stage There is no more comprehensive and readable guide to the choices and conflicts of this global drama This book is essential reading for all students and practitioners of social development and for every World Bank economist David Piachaud Professor of Social Policy London School of Economics This much needed textbook fulfils a major gap in providing a complete up to date guide and introduction to the increasingly important role of social policy in the context of development processes and practice Across a number of key sectors and areas of social policy concern the authors accessibly introduce and explain the main conceptual debates the most recent policy discussions and provide applied examples to illustrate the latest developments in the social policy and planning field Central topics covered include poverty rural development urban development education health social work social welfare international development and cooperation Social Policy for Development is an essential text for all students and practitioners alike seeking a deeper understanding of the issues of poverty social exclusion and deprivation across social policy and development studies internationally

**Resources in Education** , 2001-10

*Gender Equality and Sustainable Development* Melissa Leach, 2015-07-30 For pathways to be truly sustainable and advance gender equality and the rights and capabilities of women and girls those whose lives and well being are at stake must be involved in leading the way Gender Equality and Sustainable Development calls for policies investments and initiatives in sustainable development that recognize women s knowledge agency and decision making as fundamental Four key sets of issues work and industrial production population and reproduction food and agriculture and water sanitation and energy provide focal lenses through which these challenges are considered Perspectives from new feminist political ecology and economy are integrated alongside issues of rights relations and power The book untangles the complex interactions between different dimensions of gender relations and of sustainability and explores how policy and activism can build synergies between them Finally this book demonstrates how plural pathways are possible underpinned by different narratives about gender and sustainability and how the choices between these are ultimately political This timely book will be of great interest to students scholars practitioners and policy makers working on gender sustainable development development studies and ecological economics

[Integrating Gender in Agricultural Development](#) Lila Singh-Peterson, Michelle Carnegie, 2019-12-02 This book is grounded in the ideology that an alignment between the conceptual and practical understandings of gender equality is a critical component of sustainable development It draws on six rural case studies to examine the various ways in which gender has been integrated in agricultural research for development projects

**Handbook on Global Value Chains** Stefano

Ponte,2019 Global value chains GVCs are a key feature of the global economy in the 21st century They show how international investment and trade create cross border production networks that link countries firms and workers around the globe This Handbook describes how GVCs arise and vary across industries and countries and how they have evolved over time in response to economic and political forces With chapters written by leading interdisciplinary scholars the Handbook unpacks the key concepts of GVC governance and upgrading and explores policy implications for advanced and developing economies alike p p1 margin 0 0px 0 0px 0 0px 0 0px font 10 0px Arial *Managing Human Resources* Ingrid L.

Potgieter,Nadia Ferreira,2022-09-01 This book volume crafts an exciting original account on the changes and requirements on managing human resources within the context of the new normal Chapters in this book report on current research on the key constructs and processes underlying the management of human resources both on an organisational strategic level as well as an individual employee level Chapters compare current research trends in terms of future potential directions for the management of human resources within the context of the new normal The book also critically evaluates the relevance applicability and utility of the research findings and theoretical premises in various classical current and potential emerging issues for research and practice in the smart digital technological world of work for human resource management This volume approaches the concept of managing human resources with the new normal working context from a number of different angles The authors have categorized them as conceptualizing human resource management in the context of the new normal Part I the critical issues in understanding the dynamics of strategic human resources management Part II critical issues in understanding the impact of the new normal on the psychology of employees Part III and the impact of the new normal on individuals with special needs Part IV The book ends in Part V of the volume with an integrated reflection and conclusion on emerging issues for research and practice The primary audience for this book volume is advanced undergraduate and postgraduate students in human resource management as well as scholars in both academic and new normal working contexts Human resource management practitioners will also have an interest in this book volume **Case**

**Studies on Access and Benefit-sharing , Unequal Development and Labour in Brazil** Gerry Rodgers,Roberto V ras de Oliveira,Janine Rodgers,2022-12-30 This book is about unequal development and labour in Brazil with particular reference to the economic and social development of the Northeast region which has suffered persistent disadvantage It combines a historical approach which shows how economic social and political institutions have been restructured over time with an analysis of changes in the pattern of production employment unemployment and inequality up to the present day It draws on detailed case studies to examine the connections between local and national production systems and critical labour market outcomes such as informality in employment precarious work and disparities between genders races and regions The case of the Brazilian Northeast illustrates processes relationships and policy debates that are important not only in Brazil but also elsewhere The book will be of interest to teachers researchers and students in economics sociology labour and development

public officials and policy makers the international development community and the general public interested in Latin American affairs They will find in the book an original and systematic analysis of the factors underlying unequal development and how they respond to different policy regimes and suggestions about the issues that need to be addressed in the future

The Oxford Handbook of Career Development, 2021-06-11 The Oxford Handbook of Career Development provides a comprehensive overview of the career development field It features contributions from 42 leading scholars addressing the context theory and practice of career development in the contemporary world The volume defines career development as an inclusive term that relates to all individuals regardless of class gender sexuality ability geography or ethnicity It contains cutting edge research theory and thinking which approach career development as a transdisciplinary field drawing from sociology psychology education and organizational studies as well as other areas Chapters explore what personal political societal economic and cultural factors influence our careers and how a diverse range of theoretical traditions has sought to account for the phenomenon of career It also addresses what can be done to improve and enhance people s careers through a range of educational counselling and employment interventions

**Studies in Development Strategy and Systemic Transformation** K. Griffin, 2000-05-15 Studies in Development Strategy and Systemic Transformation contains eleven essays by Keith Griffin on many of the contemporary leading issues in economic development Topics covered include the role of culture in long term economic growth globalization and economic governance human development and the effects of the distribution of productive wealth on the pace of development There are also discussions of alternative reform strategies in the transition economies and of an investment led strategy of structural adjustment in Subsaharan Africa

**Private Voluntary Health Insurance in Development** Alexander S. Preker, Richard M. Scheffler, Mark C. Bassett, 2007 Private voluntary health insurance already plays an important role in the health sector of many low and middle income countries The book reviews the context under which private insurance could contribute to an improvement in the financial sustainability of the health sector financial protection against the costs of illness household income smoothing access to care and market productivity This volume is the third in a series of in depth reviews of the role of health care financing in providing access for low income populations to needed healthcare protecting them from the impoverishing effects of illness and addressing the important issues of social exclusion in government financed programs

**Class Dynamics of Development** Jonathan Pattenden, Liam Campling, Satoshi Miyamura, Benjamin Selwyn, 2018-12-07 This book argues that class relations are constitutive of development processes and central to understanding inequality within and between countries It does so via a transdisciplinary approach that draws on case studies from Asia Latin America and sub Saharan Africa Contributors illustrate and explain the diversity of forms of class relations and the ways in which they interplay with other social relations of dominance and subordination such as gender and ethnicity as part of a wider project to revitalise class analysis in the study of development problems and experiences Class is conceived as arising out of exploitative social relations of production but is



formulated through and expressed by multiple determinations By illuminating the diversity of social formations this book illustrates the depth and complexity present in Marx s method This book was originally published as a special issue of Third World Quarterly

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