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Revised Sixth Edition

Organization Development

*Behavioral Science Interventions
for Organizational Improvement*

 Pearson

*Wendell L. French
Cecil H. Bell, Jr.
Veena Vohra*

Organization Development Behavioral Science Interventions For Organization Improvement

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The key to the subject to which this book is addressed organization development is contained in the phrase collaborative management of the organization s culture To collaborate is to labor together as the derivation of the word suggests To manage is to direct and control to be in command of Organization culture is the prevailing background fabric of prescriptions and proscriptions for behavior the systems of beliefs and values and the technology and task of the organization together with the accepted approaches to these An organization s culture serves powerfully as a determinant of behavior If the culture supports behaviors appropriate for organization goal attainment the result will probably be an effective organization if the culture supports behaviors obviating goal attainment the result will probably be an ineffective organization In addition the organization s culture may operate to enhance human values or may operate to thwart them

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