A STUDY ON CHANGE AND ORGANIZATION DEVELOPMENT AT CIPLA PHARMACEUTICAL COMPANY, HYDERABAD

G. Divya[1], S. Rajani[2]

[1]*II-MBA, Malla Reddy Engineering College (Autonomous), Hyderabad*

[2]*Assistant Professor Malla Reddy Engineering College (Autonomous), Hyderabad*

Abstract

Organizational development is a main factor to change the organizational growth. It involves several ideas and thoughts from several kinds of peoples. It may used to identify the organizational problems and employee capacities. The development in a organization brings a new ideas to organizational growth and its uses to bring the organization to good position. This article brings a lot of concept and development techniques to explain the organizational development and its improvement. People often do not know what is meant by 'organizational development' and yet, if they work in international development, it is very likely that they will have been involved in it. Essentially, it is a planned, organization - wide effort to achieve strategic goals more effectively and efficiently. This report draws on current literature, good practice examples, interviews and case studies on organizational development, to distil useful frameworks and recommendations for future work. It is structured to address the different stages and components of the organizational change process.

INTRODUCTION

Organizational development plan is the process through which an organization develops the internal capacity to be the most effective it can be in its mission work and to sustain itself over the long term. This definition highlights the explicit connection between organizational development work and the achievement of organizational mission. This connection is the rationale for doing OD work. Organization development, according to Richard Beckhard, is defined as:

☐ A planned effort...
☐ organization-wide...
☐ managed from the top...
☐ to increase organization effectiveness and health...
☐ through planned interventions in the organization's 'processes', using behavioural science knowledge.

According to Warren Bennis, organization development (OD) is a complex strategy intended to change the beliefs, attitudes, values, and structure of organizations so that they can better adapt to new technologies, markets, and challenges.

NEED OF THE STUDY

The fact that OD focuses on the health of both the individual and the entire organization is important for HR managers. One cannot exist without the other. Effective OD works to ensure every

individual's goals and vision are aligned with that of the organization. Organizational development, often abbreviated as OD, improves existing processes and creates new ones. The idea is to understand how to maximize the effectiveness, potential, and capacity of both people and organizations. The science of OD combines industrial/organizational and adult developmental psychology. Organizational development (OD) is an HR function that assesses the need for change, designs an intervention or process, helps management introduce the change, and then evaluates the effectiveness of the change.

SCOPE OF THE STUDY
This project confines to the research in cipla pharmaceutical company area of Hyderabad consist of 60 Employees
- Origin and history of organization development.
- Need for the organization development.
- Development in organization.
- Organization development for individual firms.
- Organization development levels and process.
- Resistance to change.

OBJECTIVE OF THE STUDY
- To find of the employees awareness on the organization development that are anticipated in Cipla pharmaceutical company
- To find out what and how people accept and adopt organization development at work place.
- To determine the techniques affecting change.
- To suggest strategies that will increase employees changing behaviour.
- To study the change management programmed being followed in various economics.

RESEARCH METHODOLOGY
The basic idea sampling is that by selection some of the elements in a population we may draw conclusion about the entire population. For any systematic inquiry application of appropriate methods and scientific bent of mind are Sinequanon. This has an important bearing on the collection of reliable data of the present study is to acquire an intensive option about the organization development in Cipla pharmaceutical company.
Sampling design: Sample population: Sample population for this is all employees working in Cipla pharmaceutical company in Hyderabad.
Sample size: In this project sample size Is which include 60 staff of company.
Sampling technique: in this study non-probability convenient sampling was taken as the sampling technique. as the sample unit of the organization has been taken.
Sampling tools: The study has been carried out by using structured questionnaire is prepared bynegotiating with the guide.
Data collection: The data used for analysis and interpretation form annual reports of the company that is secondary forms of data.

LIMITATIONS OF THE STUDY
The study period of 45 days as prescribed by university
The study is limited unto the date and information provided by in Cipla Pharmaceutical company and its annual reports The report will not provide exact change development status and position in Cipla Pharmaceutical company; it may vary from time to time and situation to situation.

REVIEW OF LITERATURE

☐ According to Kung Wong Lau(2018)

A collective organizational learning model for organizational development As well, the emergence of innovative business environments and tacit knowledge-based society urges a new form of organizational learning model to cope with employees' learning, knowledge transfer and even knowledge management. The paper aims to discuss these issues.
☐ According to David G. Carnevale(2019)

Organizational Development in the Public Sector This book defines organizational development (OD) and discusses the philosophy of OD in terms of its assumptions and values. It addresses the issue of change in organizations and deals with groups and group processes since they are the forerunners of teams in organizations.
☐ According to Clare Huffington(2020)

A Manual of Organizational Development

A practical guide to the essentials of organisational change which makes complex concepts accessible to managers, consultants, human resources professionals and others. Includes a directory of further sources of information and assistance.
☐ According to Robert T. Golembiewski (2021)

Ironies In Organizational Development Ironies in Organizational Development, Second Edition is an outstanding text for upper-level undergraduate and graduate students taking organizational development courses in the departments of public administration, psychology, management, and sociology, as well as for in-service and professional workshops.

DATA ANALYSIS & INTERPRETATION

1. Do you feel the compelling reasons for adopting the change programme?

a. Yes

b. No

c. To some extent

d. Don' t Know

Option	NO of employee	Percentage
Yes	9	38%
No	5	10%
To some extent	20	40%
Don' t Know	6	12%
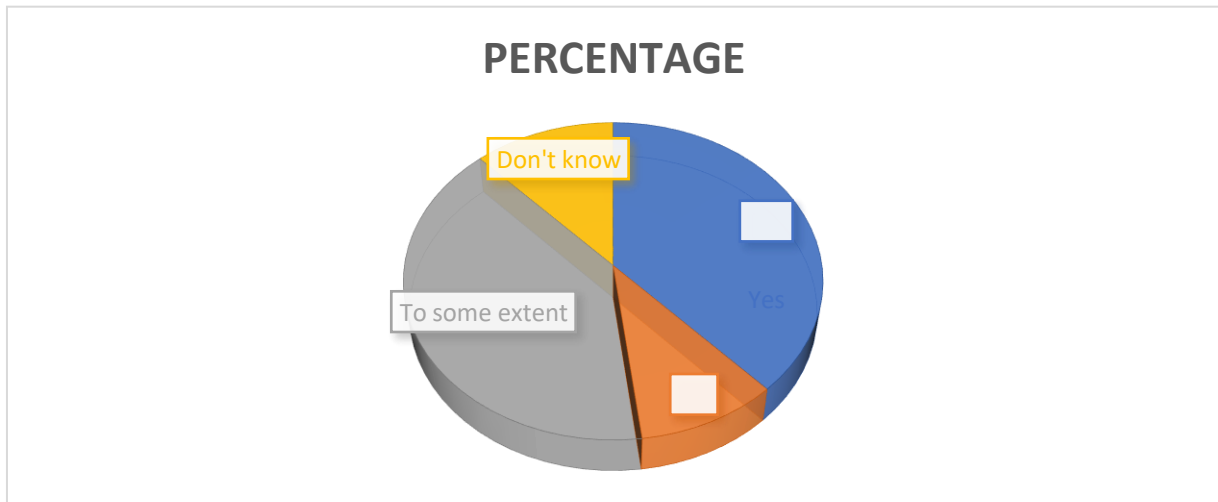
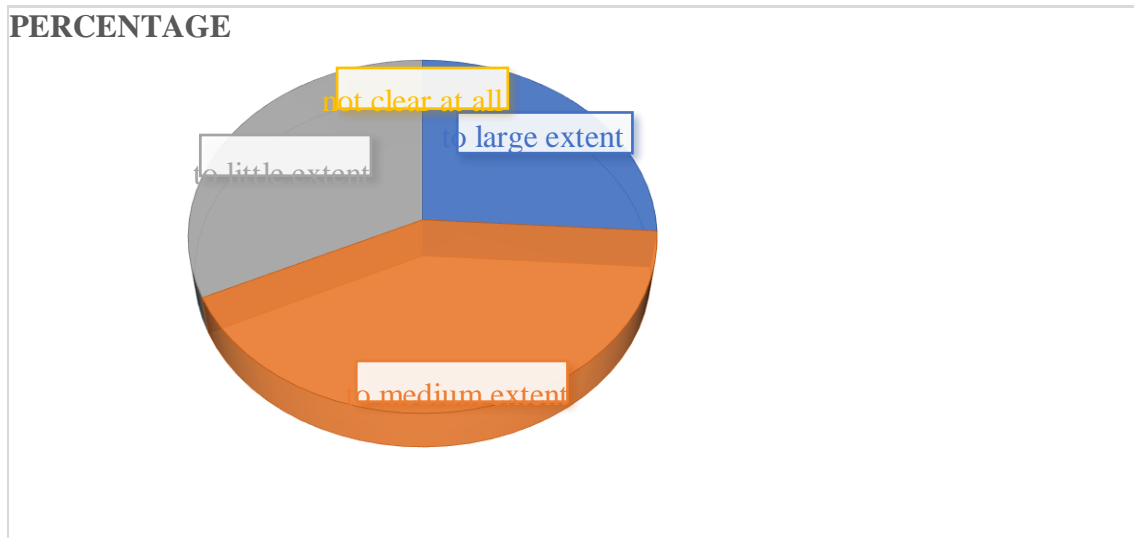**Source** :

From question given to the 50 % Employees.

Interpretation:

The above chart reveals that 40 % for the employees say that to some extent ,they feel the compelling reasons for adopting the development ,38% of them say yes,12 % don't know ,and10% say no.

2. Are you aware of how when and where the develop will happen ?

a. to large extent

b. to medium extent

c. to little extent

d. not clear at all

| Options	No of Employees	Percentage
to large extent	13	26%
to medium extent	21	42%
to little extent	16	32%
not clear at all	0	0%

Source : From question given to the 50 % employees.

Interpretation: The above chart reveals that 42% of the employees are aware to medium extent of how ,when where the change will happen ,32% of them to large extent and 26% of them to a little extent.

3. Does the senior executive team support need based changes ?
a. adequantely
b. inadequately
c. appropriately
d. not applicable

| options	No of employees	percentage
adequantely	27	54%
inadequately	19	6%
appropriately	1	38%
not applicable	1	2%
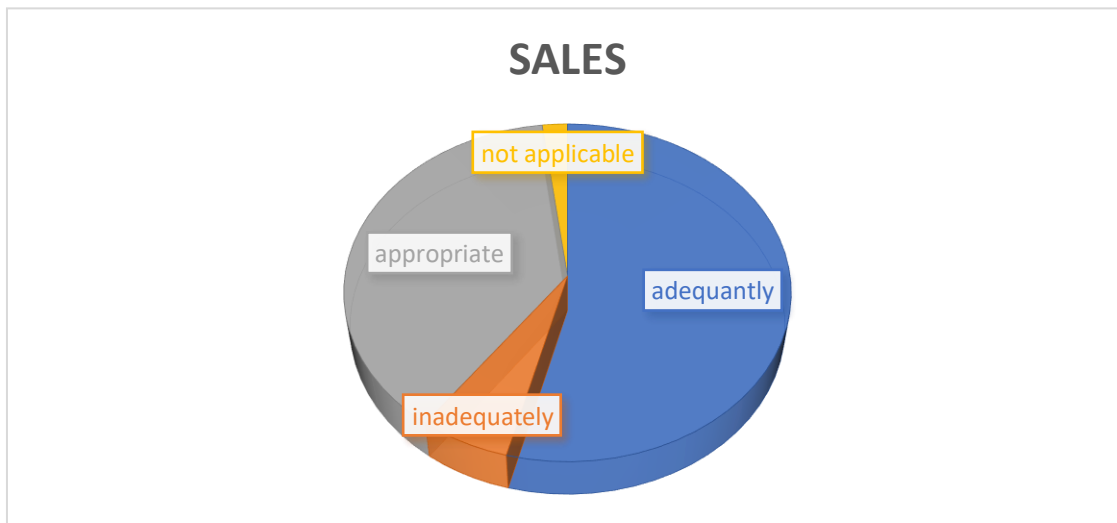
SALES

Source : From question given to the 50 % employees.
Interpretation: The above chart reveals that 65% of the employees say that senior executive team support the need based change adequately and 30% of the employees say appropriately and 3% of say that senior executive team support the need based change inadequately and 2%.
4. Has awareness programmes been conducted by your organization while implementing development.
a. yesb.no
c.to some extent
d. don't know.

option	No of employees	percentage
Yes	29	56%
No	3	6%
To some extent	17	34%
Don't know	1	2%
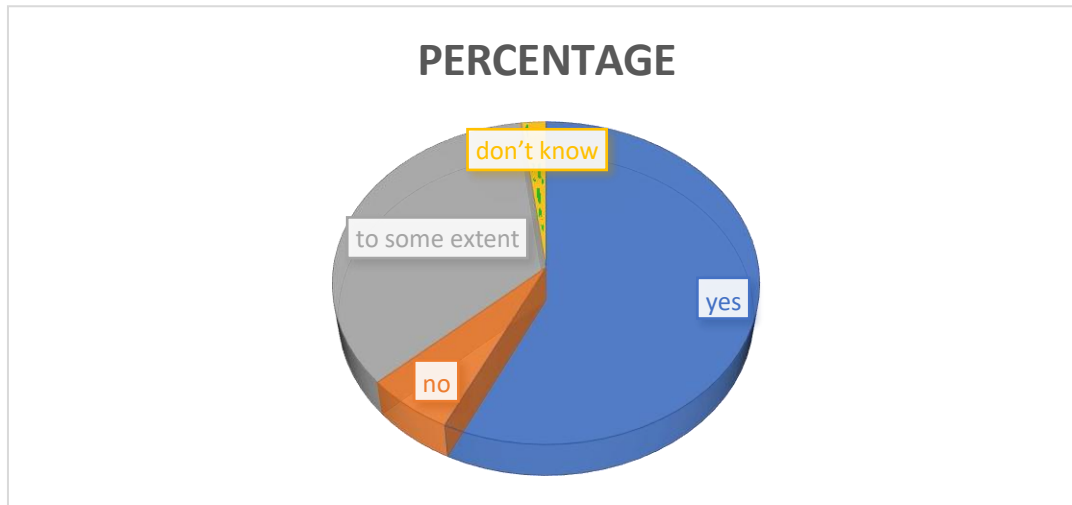
Source : From questionare given to the 50 % employess.
Interpretation: The above chart riveals that 54% of the employees say that senior executive team support the need based change adequently and 38% of the employees say appropriately and 6% of say that senior executive team support the need based change inadequenlty and 1%.

FINDING SUGGESTIONS AND CONCLUISION

FINDINGS
☐ Above all else, the key lesson learned from the OD process is that OD is anongoing process which organization must continually address if they are to be healthy and effective. Thus, the Justice Centre is committed to making OD an ongoing part of its future focus."
☐ OD never stops. We're just beginning. We're not going to let the OD moneyrun out. We'regoing to find ways to pay for it."
☐ We learned that organizational development is everybody's job. It is acontinual process that never ends."

SUGGESTIONS
After analysis and conclusions, there is some need to provide a few suggestions to the organization I am sincerely providing these suggestions for the welfare of the organization. In order to analyze the job, we have to do some changes.
☐ Mainly inspecting work is the main activity that is in the part of incumbent's supervisoryduties. Not only that, there are several activities like training, performance appraisal, coaching etc. also be given to the employees.
☐ I observed that eighth grade education is enough for this job.
☐ If you take proper precautions for mechanical hazards, the employees can both jobeffectively and get more output.

CONCLUSIONS
These core components of effective organizations offer a framework for understanding the goals of organizational development work. Specific skills, such as leadership skills, group process skills, communication skills and problem-solving skills, are essential in order for these components to be

developed and maintained.

The process through which each organization approaches OD work must be developed in relation to several factors, including its age and stage of development ,the current conditions under which it is operating externally and internally, and the history and identity of the organization. Taken together, these components present a vision for organizational health that can help guide and direct organizational development efforts.

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