

## Values, Assumptions, ethics and Beliefs of OD

- The set of values, assumptions, ethics and beliefs constitutes an integral of OD, shaping the goals and methods of the field and distinguishing OD from other improvement strategies

- Developed from research & theory by behavioural scientists and observations of practicing managers

- Values, Assumptions, ethics & beliefs are tend to be humanistic, optimistic & democratic

**Beliefs** - a proposition about how the world work that the individual accepts as true; it is a cognitive fact of the person.

**Values** - values are beliefs about what a desirable is or a good <sup>(honesty)</sup> what is undesirable or bad (dys<sup>honesty</sup>).

**Assumptions** - are beliefs that are regarded as so valuable and obviously correct that they are taken for granted and rarely examined or questioned.

## Humanistic Values.

proclaim the importance of individual, respect, dignity, and assume that everyone has intrinsic worth, view all people as having the potential for growth and development.

Optimistic value - posit that people are basically good, that progress is possible and desirable in human affairs, and that rationality, reason and goodwill are tools for making progress.

Democratic values - asserts the sanctity of the individual, the right of people to be free from arbitrary misuse of power, the importance of fair & equitable treatment for all, and the need for justice through the rule of law and due process.

## Values -

- Respect people - people heart limb brain of org. they are responsible for creating opportunities for growth. work and act together to achieve goals.

- Confidence and support.  
trust is imp in org. can only be created when the people have confidence & support each other in the organisation.

Confrontation

- if conflict should deal with openness
- avoid conflict or get earlier solution
- identify problem, causes discuss with concern people and find solution
- boost morale and create good enviro

Employee Participation

People react to how they are treated  
 The participation of employee who will get affect in OD should be enough in decision making

Seek Cooperation

Managers should seek cooperation from each of the employee under him. show democracy  
 employee will feel that their opinion counts hence they take part in org<sup>nal</sup> activities  
 creates an environment of cooperation and leads to org<sup>nal</sup> effectiveness

Expression

org gain from the diff in qualities, ideas, opinions, outlook and experiences of its people. Should be allowed to express their feeling & sentiments. Results in build up high morale & people hard work ↑ efficiency

— The diff b/w commitment & agreement must be understandable. Agreement to do is diff. from committed to do something. The ease of commitment for change is very easy to accept change & its implementation for the purpose of OB is easier when such commitment is based on the participation of employees.

Assumptions

— Most of the individuals work towards the achievement of Personal growth & development. But work habits are the result of the work environment as to their personal growth. People actualize in the enviro. is supportive & challenging.

— productivity level  $\uparrow$  by integrating individual goals with the org's goals and it will also  $\uparrow$  the quality of the product.

— In Org, cooperation among employees proves to be more effective than the competition. Conflict & competition will reduce the trust, forbid collaboration, and would reduce effectiveness of the organisations.

— The growth level of individual is acc. to the level of relationship which they have with their other employees. The relationship can be supportive, trust and open.

— Org'dl devel program must be reinforced by the Org's total human resource systems.

## Ethics .

### — Responsibility to ourself.

- acting with integrity & authenticity
- strive for personal growth and self knowledge.
- act behaviors in ways that are fair & equitable to individual's interest

### — Responsibility for professional development & competence

- accepting responsibility for the consequences of our acts
- to recognizing our desires & needs and dealing with them responsibly in the performance of our professional roles.

### — Responsibility to clients & significant others.

- serving the long term well being of our client
- conducting ourself honestly, responsibly & with appropriate openness
- establish mutual agreement on a fair contract.

Responsibility to DD community

- Promoting the sharing of professional knowledge and skills

- Working with other professionals in ways that it is an example for what professions stand for.

## SECOND GENERATION DD

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