
PROGRAMME DESIGN COMMITTEE

Prof.Poonam Agarwal, Delhi	Prof, Malashri Lal, Delhi	Prof.M.A. Varghese, Bangalore
Prof. Jaya Indiresan, Delhi	Prof.Harsha Parekh, Mumbai	Prof.Vibhuti Patel, Mumbai
Dr.Reena Ramachandran, Gurgaon	Prof. SudhaRao, Delhi	Prof.Maithreyi Krishnaraj, Mumbai
Prof. Ratna Sudarshan, Delhi	Prof. Parvathy Rajan, Devlali	Dr.Nutan Jain, Jaipur
Dr.Kiran Prasad, Tirupati	Prof. Jayati Ghosh, Delhi	Prof. Rajni Palriwala, Delhi
Prof. Chhaya Datar, Mumbai	Dr. Sheila Vir, Delhi	Prof. Shirin Moosvi, Aligarh
Prof. Poonam Dhawan, Jammu	Dr.Sundari Ramakrishnan, Chennai	Dr. Chandra Iyengar, Mumbai
Prof. Tapti Basu, Kolkata	Prof. Archana Sharma, Guwahati	Prof. VeenaMistry, Vadodara
Prof. Savita Singh, New Delhi	Prof. Annu J Thomas, New Delhi	Dr.Vanishree.J IGNOU, New Delhi
		Dr.G.Uma IGNOU, New Delhi

BLOCK PREPARATION TEAM

	Unit Writers	Unit Transformation
Unit 1	MS-10 Organizational Design, Development and Change (Block 2)	G.Uma
Unit 2	M.poornima	G.Uma
Unit 3	M.poornima	G.Uma
Unit 4	MS-10 Organizational Design, Development and	G.Uma

Change (Block 4)

PROGRAMME COORDINATORS

Prof. Annu J Thomas
Programme Coordinator
School of Gender and Development Studies
IGNOU
New Delhi

Prof. Savita Singh
Programme Co-coordinator
School of Gender and Development Studies
IGNOU
New Delhi

COURSE CHAIR AND EDITOR

Dr. Sarala Gopalan IAS (Retd) Ministry of Women and Child Development

COURSE COORDINATOR

Dr. G.Uma
Prof. Annu J.Thomas

SOGDS, IGNOU

BLOCK COORDINATOR

Dr.G.Uma
SOGDS, IGNOU

PRODUCTION

Mr.K.N.Mohanani

COURSE INTRODUCTION

This Course titled “Gender, Organization and Leadership” has four blocks. Block 1 is titled as “Understanding Organization”. It has four Units. Unit 1 describes different types of Organizations. Unit 2 is about Organizational Policies and Practices. Unit 3 is about Organizational Goals, Vision and Mission and the Unit 4 is on Organizational diagnosis.

Block 2 of this Course is about the Concept of Leadership. It has three Units. All three Units in this Block deal with types of leadership, theories of leadership, styles of leadership and leadership in Combating global challenges. The Third block is about the gender, organization and leadership. In this Unit, we have given existing gender distribution in organizations at global and national level. The challenges faced by the women during their entry, survival and advancement in an organization and the barriers faced by the women in the organizations. Not only barriers, the Unit 10 has given opportunities available to challenge the barriers and the role of International Labour Organization and other national and international organization’s role is given in detail. The final block of this Course is about capacity Building for leadership. In this Block, there are three Units. These Units talk about the system approach to training and role of NGOs, CBOs and SHGs in capacity building, strategies for leadership and the final Unit of the Block 4 as well as Course is auditing leadership practices and policies.

BLOCK INTRODUCTION

Block consists of four Units. First Unit briefly describes different types of organization structures. The structure cover in this Unit are line organization, line and staff organization, functional organization structure, product organization structure, hybrid structure, formal and informal organization, centralization and decentralization, vertical structure, horizontal organization, project organization, matrix organization, virtual organization (network structure), boundryless organization, inverted pyramid, task forces, and mechanistic and organic structures. Second Unit is Organizational Policies and practices. In this Unit, the Unit writer covers Organization and its Characteristics; Principles of Organization; Gender and Organizations; Organizational Policies and Organizational Practices. The third Unit in this Block is Organizational Goals, Vision and Mission. Third Unit explains Organization: Its Nature and Core Values; Vision and Mission in Organization, Organizational Goals and Objectives, Goal-setting Approaches and Values and Benefits of Goal Setting. Fourth and final Unit in this block is Organizational Analysis which helps learner to know about the various methods of diagnosing Organization.