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“ Organization Development is an effort (1) planned, (2) organization-wide, and (3) managed
from the top, to (4) increase organization effectiveness and health through (5) planned
interventions in the organization's "processes," using behavioral-science knowledge ”

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(Beckhard, “ Organization development: Strategies and Models ” , Reading, MA: Addison-Wesley, 1969, p. 9).

Holistic Organization Development: A Paradigm for the Future

Chapter 2 of the textbook offers a comprehensive coverage about the relevance and importance of demographic and cultural diversity. In addition, each chapter contains a subsection “ The Role of Ethics and National Culture ” to ensure that students understand cultural relevance of OB concepts. This issue is clearly a strength of this textbook.

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To remedy this, they developed the balanced scorecard idea, an approach that provides a frame- work for helping an organization achieve its long-term strate- gic goals by viewing the organization from four key per- spectives: (1) the customer, (2) internal business processes, (3) learning and growth, and (4) financial performance.

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