

DOCUMENT RESUME

ED 190 940

CG 014 587

AUTHOR Ehly, Stewart; Eliason, Michele
TITLE Organization Development: A Collection of References
from Education, Psychology, and Business.
PUB DATE May 80
NOTE 25p.

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Behavioral Science Research; *Business; *Change
Strategies; Educational Administration; *Educational
Development; Faculty Development; Intervention;
Organizational Change; *Organizational Development;
*Personnel Selection; *Program Administration;
Reference Materials

ABSTRACT

This bibliography is a collection of references on organization development from education, psychology, and business developed for interested professional practitioners in counseling, school psychology, personnel services, and educational administration. Readings are intended to provide both theoretical and applied information. While some readings focus on organization development specifically in school settings, others contain theory and data of immediate usefulness. (Citations are not annotated.)
(Author)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

ED190940

CG 014587

ORGANIZATION DEVELOPMENT

A Collection of References from Education, Psychology, and Business

Stewart Ehly
Assistant Professor

and

Michele Eliason
Graduate Assistant

The University of Iowa
Division of Special Education
School Psychology Program

May, 1980

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Stewart Ehly

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Organization development: A collection of references from education, psychology, and business was developed for the professional practitioner in counseling, school psychology, personnel services, and educational administration who has an interest in organization development. The readings selected for this collection reflect the interests of this varied audience and are intended to provide both theoretical and applied information. Although much of the literature on organization development has been written about nonschool settings, much of the available material has direct application to educators. With this in mind, the authors have chosen readings which document organization development in school settings, as well as readings that contain theory and data of immediate usefulness to the intended audience.

Those readers interested in additional readings on consultation, especially process consultation, would find Consultation: A collection of references from education and psychology to be useful.

Stewart Ehly

Michele Eliason

May, 1980

- Acker, S. R. & Perlson, M. R. Can we sharpen our management of human resources. Catalog of Selected Documents in Psychology, 1973, 3, 20.
- Adams, J. D. New technologies in organization development: 2. La Jolla, CA: University Associates, 1974.
- Alderfer, C. P. Organization development. Annual Review of Psychology, 1977, 28, 197-223.
- Alderfer, C. P., & Holbrook, J. A row design for survey feedback. Education and Urban Society, 1973, 5, 437-464.
- Alexander, W. E., & Farrell, J. P. Who are we and where are we going? An analysis of patterns of development in a new academic institution. Research in Higher Education, 1974, 2(4), 341-360.
- Allen, R. F., & Pilnick, S. Confronting the shadow organization: How to detect and defeat negative norms. Organizational Dynamics, 1973, 1(4), 3-18.
- Alley, S. R., Blanton, J., Churgin, S., & Grant, J. D. New careers: Strategies for change in community mental health: I, II & III. Catalog of Selected Documents in Psychology, 1975, 5, 260.
- Alpander, G. L. Planning management training programs for organizational development. Personnel Journal, 1974, 53(1), 15-25.
- American Psychological Assn - Div. of Industrial Drg. Principles for the validation and use of personnel selection principles. Dayton, Ohio: APA, 1975.
- Aplander, G. G., & Gutmann, J. E. A model for measuring the impact of change on an organization. Hospital and Community Psychiatry, 1974, 25, 719-723.
- Aplin, J. C. Structural change vs. behavioral change. Personnel and Guidance Journal, 1978, 56, 407-411.
- Aplin, J. C., & Thompson, D. E. Feedback: Key to survey-based change. Public Personnel Management, 1974, 3(6), 524-530.
- Arends, R. I. (Ed.). Organization development: Building human systems in schools. 1973. (ERIC Document Reproduction No. ED 089-444)
- Argyris, C. Integrating the individual and the organization. New York: Wiley, 1964.
- Argyris, C. Interpersonal competence and organizational effectiveness. Homewood, IL: Dorsey, 1962.
- Argyris, C. Intervention theory and method. Reading, MA: Addison-Wesley 1970.

Argyris, C. Management and organization development. New York: McGraw-Hill, 1971.

Argyris, C. The CFO's behavior: Key to organizational development. Harvard Business Review, 1973, 51, 55-64.

Argyris, C., & Schön, D. A. Organizational Learning: A theory of action perspective. Reading, MA: Addison-Wesley, 1978.

Armenakis, A. A., Bedeian, A. G., & Niebuhr, R. E. Planning for organizational intervention: The importance of existing socio-psychological situations in organizational diagnosis. Group & Organization Studies, 1979, 4, 59-70.

Armenakis, A. A., Feild, H. S., & Holley, W. H. Guidelines for overcoming empirically identified evaluation problems of organizational development change agents. Human Relations, 1976, 29(12), 1147-1161.

Armenakis, A. A., Feild, H. S., & Holley, W. H. Organizational development in a public agency: A case study. Training & Development Journal, 1975, 29(4), 52-55.

Baker, B. N. & Wilemon, D. L. Managing complex programs: A review of major research findings. R & D Management, 1977, 8(1), 23-28.

Baldrige, J. Organizational change: The human relations perspective vs. the political systems perspective. Educational Researcher, 1972, 1(2), 4-10.

Baldrige, J. V. & Burnham, R. A. Organizational innovation: Individual, organizational, and environmental impacts. Administrative Science Quarterly, 1975, 20(2), 165-176.

Barnette, J. J. The role of evaluation in organizational development, 1977. (ERIC Document Reproduction No. 152-824)

Barton, A. K. A problem, policy, program model for planning community mental health services. Journal of Community Psychology, 1978, 6(1), 37-41.

Bass, B. M. A systems survey research feedback for management and organizational development. Journal of Applied Behavioral Science, 1975, 12(2), 215-229.

Bass, B. M. Quality standards for ready-to-use training and development programs. Journal of Applied Behavioral Science, 1977, 13(4), 518-532.

Beckhard, R. Organization development: Strategies and Models. Reading, MA: Addison-Wesley, 1969.

Beckhard, R., & Harris, R. T. Organizational transitions: Managing complex change. Reading, MA: Addison-Wesley, 1977.

- Beehr, T. A. Hierarchical cluster analysis of the profile of organizational characteristics. Journal of Applied Psychology, 1977, 62(1), 120-123.
- Beer, M. On gaining influence and power for OD. Journal of Applied Behavioral Science, 1976, 12(1), 44-51.
- Beer, M. Technology of organizational development. In M. D. Dunnette (Ed.). Handbook of industrial and organizational psychology. Chicago: Rand McNally, 1976.
- Bennis, W. G. Organization development: Its nature, origins, and prospects. Reading, MA: Addison-Wesley, 1969.
- Bennis, W. C., Benne, K. D., & Chin, R. The planning of change. NY: Holt, Rinehart, and Winston, 1969.
- Bernard, J. C., Camirand, F., Hosios, A., & Rosseau, J. M. Experimental: A simulation of the distribution of services to mentally deficient children. Behavioral Science, 1977, 22(5), 356-366.
- Blake, R., & Mouton, J. Building A Dynamic Corporation Through Grid Organization Development. Reading, MA: Addison-Wesley, 1969.
- Blake, R. R., & Mouton, J. S. Designing change for educational institutions through the D/D matrix. Education and Urban Society, 1974, 6, 179-204.
- Blake, R. R., & Mouton, J. S. Diary of an OD Man. Houston, TX: Gulf, 1976.
- Blake, R. R., & Mouton, J. S. OD - Fad or fundamental? Training and Development Journal, 1979, 33(6), 110-117.
- Blake, R. R., & Mouton, J. S. OD technology for the future. Training and Development Journal, 1979, 33(11), 54-64.
- Blake, R. R., & Mouton, J. S. Why the OD movement is "stuck" and how to break it loose. Training and Development Journal, 1979, 33(9), 12-20.
- Blanton, J., & Alley, S. Program development: A manual for organizational self-study. Catalog of Selected Documents in Psychology, 1976, 6, 26.
- Blanz, J. J. A change system for education. Education Technology, 1974, 14(4), 45-47.
- Blocher, D. H. A systematic approach to organizational change and its application to developmental education. Counseling Psychologist, 1977, 6(4), 68-69.
- Blumberg, A. OD's future in schools - Or is there one? Education and Urban Society, 1976, 8, 213-226.
- Blumberg, A., & Schmuck, R. Barriers to organization development for schools. Educational Technology, 1972, 12(10), 30-34.

- Bobbitt, H. R., Breinhott, R. M., Doktor, R. H., & McNaul, J. P. Organizational behavior: Understanding and prediction. Englewood Cliff, N. J.: Prentice-Hall, 1974.
- Boss, R. W. Essentials for successful organization development efforts. Group & Organization Studies, 1979, 4, 496-504.
- Bowen, D. D. Value dilemmas in organization development. Journal of Applied Behavioral Science, 1977, 13(4), 543-556.
- Bowers, D. O. D. Techniques and their results in 23 organizations: The Michigan ICL study. Journal of Applied Behavioral Science, 1973, 9, 21.
- Bowers, D. G. Organizational development: Promises, performances, possibilities. Organizational Dynamics, 1976, 4(4), 50-62.
- Bowers, D. G., & Franklin, J. L. Data-based organizational change. La Jolla, CA: University Associates, 1977.
- Bowers, D. G., Franklin, J. L., & Pecorella, P. A. Matching problems, precursors, and interventions in OD: A systematic approach. Journal of Applied Behavioral Science, 1975, 11(4), 391-409.
- Bowers, D. G., & Hausser, D. L. Work group types and intervention in organizational development. Administrative Science Quarterly, 1977, 22(1), 76-94.
- Bradford, L. P. The laboratory method: A historical perspective. Group & Organization Studies, 1976, 1, 415-429.
- Bradshaw, H. H. The training function: A catalytic model. Training & Development Journal, 1972, 26(7), 14-16.
- Brown, H. A., & Ford, D. L. An exploratory analysis of discrimination in the employment of black MBA graduates. Journal of Applied Psychology, 1977, 62, 50-56.
- Brown, L. D. Research action: Organizational feedback, understanding, and change. Journal of Applied Behavioral Science, 1972, 8, 697-711.
- Browne, P. J., & Cotton, C. C. Marginality, a force for the OD practitioner. Training & Development Journal, 1975, 29(4), 14-18.
- Browne, P. J., Cotton, C. C., & Golembiewski, R. T. Marginality and the OD practitioner. Journal of Applied Behavioral Science, 1977, 13, 493-506.
- Browning, L. D. Diagnosing teams in organizational settings. Group & Organizational Studies, 1977, 2, 187-197.
- Brunson, R. W., & Wickert, F. R. An empirical investigation of the contingency theory within a conglomerate. Proceedings of the 81st Annual Convention of the APA, Montreal, Canada, 1973, 8, 581-582.

- Buchanan, P. C. Organizational development as a process strategy for change. Educational Technology, 1972, 12(10), 10-13.
- Burke, W. W. (Ed.). Contemporary organization development: Conceptual orientation and interventions, Washington, D. C.: NTL, 1972.
- Burke, W. W. Current issues and strategies in organization development. New York, N. Y.: Human Sciences, 1977.
- Burke, W. W. (Ed.). New technologies in organization development: 1. La Jolla, CA: University Associates, 1972.
- Burke, W. W. Organization development. Professional Psychology, 1973, 4, 194-200.
- Burke, W. W. Organization development in transition. Journal of Applied Behavioral Science, 1976, 12, 22-43.
- Burke, W. W. The role of training in organization development. Training & Development Journal, 1972, 26(9), 30-34.
- Burke, W., & Hornstein, H. (Eds.). The social technology of organizational development. Washington, D. C.: NTL, 1972.
- Burke, W. W., Levinson, H., & Sashkin, M. Organization development pro and con. Professional Psychology, 1973, 4, 187-208.
- Burns, M. L. The effects of feedback and commitment to change on the behavior of elementary school principals. Journal of Applied Behavioral Science, 1977, 13, 159-166.
- Butterfield, D. A., & Farris, G. F. The Likert organizational profile: Methodological analysis and test of system 4 theory in Brazil. Journal of Applied Psychology, 1974, 59(1), 15-23.
- Byrd, R. E., LaLonde, C., & Soth, N. Four stages of institutional development in an adolescent psychiatric hospital. Hospital & Community Psychiatry, 1974, 4(2), 85-98.
- Cahn, M. M., & Atkins, S. Helping people deal with their differences: An OD direction. An interview with Stuart Atkins. Journal of Applied Behavioral Science, 1977, 13(1), 110-116.
- Calhoun, R. P., & Jerdee, T. H. First-level supervisory training needs and organizational development. Public Personnel Management, 1975, 4(3), 196-200.
- Carr, R. A. Principal-centered preventive consultation. Group & Organization Studies, 1976, 1, 455-473.
- Carter, R. N. OD Strategy for today's training. Training & Development Journal, 1975, 29(4), 28-30.

- Cherns, A. B. Behavioral science engagements: Taxonomy and dynamics. Human Relations, 1976, 29(10), 905-910.
- Cherns, A. The principles of sociotechnical design. Human Relations, 1976, 29(8), 783-792.
- Clary, T. C. & Clary, E. W. Organizational analysis with results using transactional analysis. Training & Development Journal, 1976, 30(9), 18-24.
- Cohen, S. L., & Turney, J. R. Results of an organizational diagnostic survey of an army field facility work environment. Catalog of Selected Documents in Psychology, 1977, 7, 25-26.
- Contreras, P. Staff and organizational development in psychological education: An example. Counseling Psychologist, 1977, 6(4), 64-67.
- Cooper, C. L. Group training for individual and organizational development. Interpersonal Development, 1972, 3(1-4), 152-158.
- Cooper, C. L. Group training for individual and organizational development. Basel, Switzerland: S. Karger, 1972.
- Cooper, L. G. HRD - A professional manifesto: Recognition of a fundamental role in organizational productivity. Training & Development Journal, 1975, 29(9), 24-26.
- Corprew, J. C., & Davis, H. J. An organizational development (OD) effort to improve instruction at a university, with suggestions for successful implementation. Educational Technology, 1975, 15(9), 41-44.
- Cox, F. M., & Tropman, J. E. Community planning organizations coping with their problems: The case of the welfare council. Journal of Sociology and Social Welfare, 1976, 3(5), 524-540.
- Crockett, W. J. Team-Building-One approach to organization development. Journal of Applied Behavioral Science, 1970, 6, 291-306.
- Croft, J. C., & Falvsi, A. J. Organization development interventions: Effects upon feelings, confrontations, and double messages. Education and Urban Society, 1973, 5, 465-485.
- Crowfoot, J. & Chesler, M. Contemporary perspectives on planned social change: A comparison. Journal of Applied Behavioral Science, 1974, 10, 278-303.
- Culbert, S. A. Using research to guide an organization development project. Journal of Applied Behavioral Science, 1972, 8, 203-236.
- Cummings, T. G., & Molloy, E. S. Improving productivity and the quality of work life. New York, N. Y.: Praeger, 1977.
- Dalton, G. W., & Lawrence, P. R. (Eds.). Organizational change and development. Homewood, IL: Irwin, 1970.

- Davis, S., & Lawrence, P. Matrix. Reading, MA: Addison-Wesley, 1977.
- Davis, T. OD in the public sector: Intervening in ambiguous performance environments. Group & Organization Studies, 1979, 4, 352-365.
- Denner, B. The insanity of community mental health: The myth of the machine. International Journal of Mental Health, 1974, 3(2-3), 104-126.
- Derr, C. B. "OD" Won't work in schools. Education in Urban Society, 1976, 8, 227-241.
- Derr, C. B. Organization development in one large urban school system. Education and Urban Society, 1970, 11, 403-419.
- Deer, C. B. (Ed.). Organizational development in urban school settings. Beverly Hills: Sage, 1974.
- Deer, C. B., & Demb, A. Entry and urban school systems: The context and culture of new markets. Education and Urban Society, 1974, 6, 135-151.
- Dowling, W. F. At General Motors: System 4 builds performance and profits. Organizational Dynamics, 1975, 3(3), 23-38.
- Dowling, W. F. To move an organization: The Corning approach to organization development. Organizational Dynamics, 1975, 3(4), 16-34.
- Dunn, W. N., & Swierczek, F. W. Planned organizational change: Toward grounded theory. Journal of Applied Behavioral, 1977, 13, 135-157.
- Dyer, W. G. Insight to impact: Strategies for interpersonal and organizational change. Provo, UT: BYU Press, 1976.
- Dyer, W. G. Team building: Issues and alternatives. Reading, MA: Addison-Wesley, 1977.
- Ely, D. D. Team building for creativity. Personnel Journal, 1975, 54, 226-227.
- Endres, R. E. Successful management of change. Personnel Administration & Public Personnel Review, 1972, 1(1), 9-15.
- Epstein, J. H. How one half loves - the other half to perform. Training & Development Journal, 1977, 31(8), 49-54.
- Etzion, D. Achieving balance in a consultation setting. Group & Organization Studies, 1979, 4, 366-376.
- Farris, G. F. Chickens, eggs, and productivity in organizations. Organizational Dynamics, 1975, 3(4), 2-15.
- Feitler, F. C., & Lippett, L. L. A Multi-district organizational development effort. Educational Technology, 1972, 12(10), 34-37.

- Fink, S. L., Beak, J., & Taddeo, K. Organizational crisis and change. Journal of Applied Behavioral Science, 1971, 7, 15-37.
- Firestone, W. A. Participation and influence in planning educational change. Journal of Applied Behavioral Science, 1977, 13, 167-183.
- Fischer, H. L. School consultation in a special education setting. Psychology in the Schools, 1969, 6, 12-17.
- Forbes, R. L., & Nickols, F. W. Educational technology and organizational development: A collaborative approach to organizational change. Catalog of Selected Documents in Psychology, 1975, 5, 247.
- Fordyce, J. K., & Weil, R. Managing with people: A manager's handbook of organizational development methods. Reading, MA: Addison-Wesley, 1971.
- Fox, R., Schmuck, R., Van Egmond, E., Ritvo, M., & Jung, C. Diagnosing Professional Climates of Schools. Fairfax, VA: NTL, 1975.
- Franklin, J. L. Characteristics of successful and unsuccessful organization development. Journal of Applied Behavioral Science, 1976, 12(4), 471-492.
- Franklin, J. L. Two approaches to organizational development: A conceptual framework based on judgements of valid information. Catalog of Selected Documents in Psychology, M.S. 707, 1974, 4, 93-94.
- Franklin, J. L., & Kittredge, L. D. Organizational problems in community mental health centers. Administration in Mental Health, Spring, 1975, 60-65.
- French, W. Extending directions and family for OD. Journal of Applied Behavioral Science, 1976, 12(1), 51-58.
- French, W. L., & Bell, C. H. Organizational development. Englewood Cliffs, NJ: Prentice Hall, 1973.
- Friedlander, F. A comparative study of consulting processes and group development. Journal of Applied Behavioral Science, 1968, 4, 377-399.
- Friedlander, F. Congruence in organization development. Proceedings of the Academy of Management, 1971, 153-161.
- Friedlander, F. OD reaches adolescence: An exploration of its underlying values. Journal of Applied Behavioral Science, 1976, 12(1), 7-21.
- Friedlander, F. Purpose and values in OD: Toward personal theory & practice. Madison, WI: American Society for Training and Development, 1976.
- Friedlander, F. The impact of organizational training laboratories upon the effectiveness and interaction of ongoing work groups. Personnel Psychology, 1967, 20, 289-307.

- Friedlander, F., & Brown, L. D. Organization development. Annual Review of Psychology, 1974, 25, 313-341.
- Frost, C. F., Wakeley, J. H., & Ruh, R. A. The Scanlon plan for organization development: Identity, participation, and equity. East Lansing, MI: Michigan State University Press, 1974.
- Frost, P. J., Crandall, N. F., Mahoney, T. A., & Weitzel, W. Organization size as an influence on organization behavior. Center for the Study of Organization Performance & Human Effectiveness, U. Minnesota, No. 7003, 1971.
- Frye, N., Seifert, G., & Yaney, J. P. Organizational change through feedback and research (OD) efforts. Group & Organization Studies, 1977, 2(3), 296-309.
- Gabarro, J. J. Diagnosing organization - environment "fit": Implications for organization development. Education and Urban Society, 1974, 6, 153-178.
- Galbraith, J. Designing complex organizations. Reading, MA: Addison-Wesley, 1973.
- Ganbuli, H. Structure and process of organization. New York: Asia Publishing House, 1964.
- Gavin, J. F., & McPhail, S. M. Intervention and evaluation: A proactive team approach to OD. Journal of Applied Behavioral Science, 1978, 14, 175-194.
- Giacquinta, J. B., London, H., & Shigaki, I. Implementing organizational changes in urban schools: The case of the para professionals. Journal of Applied Behavioral Science, 1973, 9, 469-483.
- Giblin, E. J. Organization development: Public sector theory and practice. Public Personnel Management, 1976, 5(2), 108-119.
- Glaser, E. M. Productivity gains through worklife improvements. New York: Psychological Corporation: 1976.
- Gluckstern, N., & Packard, R. The internal-external change-agent team: Bringing change to a closed institution. A case study on a county jail. Journal of Applied Behavioral Science, 1977, 13, 41-52.
- Golembiewski, R. T. Renewing organizations: The laboratory approach to planned change. Itasca, IL: Peacock, 1972.
- Golembiewski, R. T., Billingsley, K., & Yeager, S. Measuring change and persistence in human affairs: Types of change generated by OD designs. Journal of Applied Behavioral Science, 1975, 12, 133-157.

- Golembiewski, R., Carrigan S., Mead, W., Munzenrider, R., & Blumberg, A. Toward building new work relationships: An action design for a critical intervention. Journal of Applied Behavioral Science, 1972, 8, 135-148.
- Golembiewski, R. T., & Munzenrider, R. Persistence and change: A note on the long-term effects of an organization development program. Academy of Management Journal, 1973, 16(1), 149-153.
- Golembiewski, R. T., & Munzenrider, R. Social desirability as an intervening variable in interpreting OD effects. Journal of Applied Behavioral Science, 1975, 11(3), 317-332.
- Goodlad, J. The dynamics of educational change. New York: McGraw-Hill, 1975.
- Goodman, P. S., & Moore, B. E. Factors affecting acquisition of beliefs about a new reward system. Human Relations, 1976, 29(6), 571-588.
- Goodwin, D. L., & Coates, T. J. Increasing teacher effectiveness through social systems change: Training school psychologists as change agents. California Journal of Education Research, 1974, 25, 147-156.
- Gorman, L., & Molloy, E. People, jobs and organization. Dublin Ireland: Irish Productivity Centre, 1972.
- Greenfield, T. B. Organizations as social inventions: Rethinking assumptions about change. Journal of Applied Behavioral Science, 1973, 9, 551-574.
- Greiner, L. Antecedents of planned organizational change. Journal of Applied Behavioral Science, 1967, 3, 51-86.
- Gross, N., Giacquinta, J. B., & Bernstein, M. Implementing organizational innovations: A sociological analysis of planned educational change. New York: Basic Books, 1971.
- Hackman, J. R., & Suttle, J. L. Improving life at work: Behavioral science approaches to organizational change. Santa Monica: Goodyear, 1977.
- Hand, H. H., Estafen, B. D., & Sims, H. P. How effective is data survey and feedback as a technique of organizational development? An experiment. Journal of Applied Behavioral Science, 1975, 11(3), 333-347.
- Hand, H. H., & Lafollette, W. R. A discriminant analysis of organizational performance variables. Journal of Applied Psychology, 1973, 58(3), 368-371.
- Harrison, K. Group training within an organization development project in an industrial company. Interpersonal Development, 1972, 3(1-4), 80-99.
- Harrison, R. Choosing the depth of organizational intervention. Journal of Applied Behavioral Science, 1970, 6, 181-202.

- Harrison, R. How to design and conduct self-directed learning experiences. Group & Organization Studies, 1978, 3, 149-167.
- Harrison, R. Some criteria for choosing the depth of organizational intervention strategy. In D. A. Kolb, I. M. Rubin & J. M. McIntyre (Eds.). Organizational Psychology: A book of readings. Englewood Cliffs, N. J.: Prantice-Hall, 1974.
- Hatley, R. V., & Tull, M. J. Effects of organization development on teacher effectiveness and teacher-student relationships. Southern Journal of Educational Research, 1978, 12, 125-149.
- Hautaluoma, J. E., & Gavin, J. F. Effects of organizational diagnosis and intervention on blue-collar "blues." Journal of Applied Behavioral Science, 1975, 11(4), 475-496.
- Havelock, R. G. A critique: Has OD become a social technology? Educational Technology, 1972, 12(10), 61-62.
- Havelock, R. G. The change agent's guide to innovation in education. Englewood Cliffs NJ: Educational Technology, 1973.
- Heller, F. A., & Clark, A. W. Personnel and human resources development. Annual Review of Psychology, 1976, 27, 405-435.
- Hellriegel, D., & Slocum, J. W. Assessing organizational change approaches: Toward a comparative typology. Group & Organization Studies, 1980, 5, 35-47.
- Hess, F., & Greenstein, G. Organizational development: An idea whose time has come. Educational Technology, 1972, 12(10), 57-60.
- Hill, B., Lippitt, L., & Serkownek, K. The emotional dimensions of the problem-solving process. Group & Organization Studies, 1979, 4, 93-102.
- Holmes, D. S. Concepts underlying the assessment program and the interplanetary simulation. Catalog of Selected Documents in Psychology, 1975, 5, 348.
- Holmes, D. S. The assessment program and the interplanetary simulation: An introduction. Catalog of Selected Documents in Psychology, 1975, 5, 348.
- Holmes, D. S. The interplanetary simulation: Participants manual. Catalog of Selected Documents in Psychology, 1975, 5, 349.
- Holmes, D. S. The interplanetary simulation: Repeating exercise: I & II. Catalog of Selected Documents in Psychology, 1975, 5, 349.
- Holt, K. Creativity: A new challenge to the industrial engineer. International Journal of Production Research, 1977, 15(5), 411-421.
- Hornstein, H. A. Social intervention: A behavioral science approach. New York: Free Press, 1971.

- Hornstein, H. A. Social intervention: A behavioral science approach. New York: Free Press, 1971.
- Howes, N. J., & Quinn, R. E. Implementing change: From research to a prescriptive framework. Group & Organization Studies, 1978, 3, 71-84.
- Hummon, N. P., Doreian, P., & Teuter, K. A structural control model of organizational change. American Sociological Review, 1976, 40(6), 813-824.
- Huse, E. F. Organization development. Personnel and Guidance Journal, 1978, 56, 403-406.
- Huse, E. F. Organizational development and change. St. Paul: West, 1975.
- Huseman, R. C., & Carroll, A. B. (Eds.). Readings in Organizational Behavior: Dimensions of Management Actions. Boston: Allyn and Bacon, 1979.
- Jenks, R. S. An action-research approach to organizational change. Journal of Applied Behavioral Science, 1970, 6, 131-150.
- Jung, C. C. Training materials and training for OD in education. Education and Urban Society, 1976, 8, 145-158.
- Jurkovich, R. A core typology of organizational environments. Administrative Science Quarterly, 1974, 19(3), 380-394.
- Jury, P. A., Weitzel, W., Dawis, R. V., & Pinto, P. R. The relation of organizational differences of job satisfaction for managers. University of Minnesota Technical Report, 1971, No. 9002.
- Kahn, R. L. Organizational development: Some problems and proposals. Journal of Applied Behavioral Science, 1974, 10(4), 485-502.
- Kaplan, R. E. Stages in developing a consulting relation: A case study of a long beginning. Journal of Applied Behavioral Science, 1978, 14, 43-60.
- Kaplan, R. E. The conspicuous absence of evidence that process consultation enhances task performance. Journal of Applied Behavioral Science, 1979, 15, 346-360.
- Kaplan, S. R. Characteristics phases of development in organizations. In D.S. Milman & G. & B. Goldman (Eds.). Group process today: Evaluation and perspective. Springfield, Ill.: Thomas, 1974.
- Katz, D., & Kahn, R. L. The Social Psychology of Organizations. New York: Wiley, 1966.
- Kaufman, R. Organizational improvement: A review of models and an attempted synthesis. Group & Organization Studies, 1976, 1, 474-495.
- Kaufman, R., Johnston, J. C., & Nickols, F. K. Organizational planning and conventional wisdom. Training and Development Journal, 1979, 33(9), 70-76.

- Kegan, D. L. Organizational development: Description, issues and some research results. Academy of Management Journal, 1971, 14, 453-464.
- Kegan, D. L., & Rubenstein, A. H. Trust, effectiveness, and organizational development: A field study in R & D. Journal of Applied Behavioral Behavioral Science, 1973, 9, 498-513.
- Kelman, E., & Wolff, G. Data feedback and group problem-solving: An approach to organizational development in schools. Psychology in the Schools, 1976, 13, 421-427.
- Keys, C. B., & Bartunek, J. M. Organization development in the schools: Goal agreement, process skills, and diffusion of change. Journal of Applied Behavioral Science, 1979, 15, 61-78.
- Keys, C. B., & Kreisman, R. L. Organization development, classroom climate, and grade level. Group & Organization Studies, 1978, 3, 224-238.
- Kilmann, R. H., Pondy, L. S., & Slevin, D. P. The management of organization design: I Strategies and implementation, New York: Elsevier North-Holland, 1976.
- Kilmann, R. H., Pondy, L. R., & Slevin, D. P. The management of organization design: II. Research and methodology. New York: Elsevier North-Holland, 1976.
- Kimberly, I., & Nielsen, W. R. Organization development and change in organizational performance. Administrative Science Quarterly, 1975, 20(2), 191-206.
- Kolb, D. A., & Frohman, A. L. An organization development approach to consulting. Sloan Management Review, 1970, 12(1), 51-65.
- Kolb, D. A., Rubin I. M., & McIntyre, J. W. (Eds.). Organizational Psychology: A book of readings. Englewood Cliffs, NJ: Prentice-Hall, 1971.
- Kolb, D. A., Rubin, I. M., & McIntyre, J. M. Organizational Psychology: An experiential approach, 1971, Prentice-Hall, Englewood Cliffs, N. J.
- Kramer, H. C., & Barr, D. J. In-service training for campus police. Community Mental Health Journal, 1974, 10(2), 180-184.
- Krieger, H., Wasserman, C., Berman, A., McCarthy, B., & Krieger, J. The American university "hotline": A model crisis intervention telephone service. Catalog of Selected Documents in Psychology, 1975, 5, 193-194.
- Kuniya, N., & Kobayashi, K. Current trends in organization development in Japan. Interpersonal Development, 1974-75, 5(3), 136-155.
- Kurpius, D. Organizational development: An overview. National Society for Performance and Instruction Journal, 1976, 15(7), 24-27.

- Kurpius, D., & Brubaker, J. The OD consultant: An operational definition. National Society for Performance and Instruction Journal, 1977, 16(1), 18-20.
- Kytle, J. Ideology and planned social change: A critique of two popular change strategies. Personality and Social Psychology Bulletin, 1977, 3(4), 697-706.
- Lawrence, P. R., & Lorsch, J. W. Developing organizations: Diagnosis and action. Reading, MA: Addison-Wesley, 1969.
- Lee, E. B., & Lee, A. M. The society for the study of social problems: Parental recollections and hopes. Social Problems, 1976, 24(1), 4-14.
- Lehman, L. Organizational change and the teacher. Educational Technology, 1972, 12(10), 52-54.
- Levin, J. M. Manager development: A psychological perspective. Personnel Journal, 1973, 52(2), 121-127.
- Levine, D. M., Derr, C. B., & Junghans, R. P. Educational planning with organizational development: A people-involving approach to systematic planning. Educational Technology, 1972, 12(10), 14-26.
- Levinson, H. Levinson's response to Sashkin and Burke. Professional Psychology, 1973, 4, 200-204.
- Levinson, H. Organizational diagnosis. Cambridge: Harvard University Press, 1972.
- Lippitt, G. L. Organizational renewal. New York: Appleton-Century-Crofts, 1969.
- Lippitt, R., Watson, J., & Westley, B. The dynamics of planned change. New York. Holt, 1969.
- Lorsch, J. W. Organization design: A situational perspective. Organization Dynamics, 1977, 6(2), 2-14.
- Lourenco, S. V. Conflict and failure in planned change. Human Relations, 1976, 29(12), 1189-1203.
- Mahoney, T.A., & Frost, P. J. The role of technology in models of organizational effectiveness. Center for Study of Organizational Performance & Human Effectiveness, U. Minnesota. No. 72-03, 1972.
- Margulies, N. Organizational development in a university setting: Some problems of initiating change. Educational Technology, 1972, 12(10), 48-51.
- Margulies, N., & Raia, A. P. Conceptual foundations of organizational development. NY: McGraw-Hill, 1978.

- Margulies, N., & Raia, A. P. Organization development: Values processes and technology. New York: McGraw-Hill, 1972.
- Margulies, N., & Wallace, N. Organizational change: Techniques and applications. Glenview, IL: Scott, Foresman, 1973.
- Margulies, N., Wright, P. L., & Scholl, R. W. Organizational development techniques: Their impact on change. Group & Organizational Studies, 1977; 2, 428-448.
- Marrow, A. J. The failure of success, New York, N. Y.: Amacon, 1972.
- McAlindon, H. R. Toward a more creative you: Creating the ideal organization. Supervisory Management, 1980, 25(1), 26-32.
- McBrayer, J. CBE technology, non-traditional learning and university system development specialist: An approach to change. Journal of Educational Technology Systems, 1977-78, 6(3), 177-185.
- McKelvey, B., & Kilmann, R. H. Organization design: A participative multivariate approach. Administrative Science Quarterly, 1975, 20(1), 24-36.
- McMahon, J. T., & Perritt, G. W. An empirical test of three organizational control hypotheses. Proceedings of the Academy of Management, 1971.
- McMahon, J. T., & Perritt, G. W. Toward a contingency theory of organizational control. Academy of Management Journal, 1973, 16(4), 624-635.
- McMillan, C. B. Organizational change in the schools: Bedford Stuyvesant. Journal of Applied Behavioral Science, 1975, 11, 437-456.
- Meltzer, H., & Nord, W. The present status of industrial and organizational psychology. Personnel Psychology, 1973, 26(1), 11-29.
- Menninger, R. W. The impact of group relations conferences on organizational growth. International Journal of Group Psychotherapy, 1972, 22(4), 415-432.
- Merry, U., & Allerhand, M. E. Developing teams and organizations: A practical handbook for managers and consultants. Reading, Ma.: Addison-Wesley, 1977.
- Michael, D. N. On the social psychology of organizational resistances to long-range social planning. IEEE Transactions on Systems, Man & Cybernetics, 1972, SMC-2(5), 578-584.
- Miles, M. B., Fullan, M., & Taylor, G. OD in schools: The state of the art. Vol. III: OD consultants/OD programs in school districts, 1978. (ERIC Document Reproduction No. ED 168-218)
- Miles, R. E. Organization development. In G. Strauss, R. E. Miles, C. C. Snow, & A. S. Tannenbaum (Eds.). Organizational behavior: Research and issues. Madison: Industrial Relations Research Assn., 1974.

- Mirvis, P. H., & Seashore, S. E. Being ethical in organizational research. American Psychologist, 1979, 34, 766-780.
- Moore, M. L. Assessing organizational planning and teamwork: An action research methodology. Journal of Applied Behavioral Science, 1978, 14, 479-491.
- Morrison, P. Evaluation in OD: A review and an assessment. Group & Organization Studies, 1978, 3, 42-70.
- Morrison, P., & Sturges, J. Evaluation of organization development in a large state government organization. Group & Organization Studies, 1980, 5, 48-64.
- Mullen, D. J. The School Organizational Development Questionnaire (SODQ) - A diagnostic study of the human organization in schools, 1974. (ERIC Document Reproduction No. ED 089-431)
- Murray, D., & Schmuck, R. The counselor-consultant as a specialist in organization development. Elementary School Guidance and Counseling, 1972, 7, 99-105.
- Murray, D., & Schmuck, R. The counselor consultant as a specialist in organization development, 1972. (ERIC Document Reproduction No. ED 089-447)
- Nadler, D. Feedback and organization development: Using data-based methods. Reading, MA: Addison-Wesley, 1977.
- Nadler, D. A., & Pecorella, P. A. Differential aspects of multiple interventions in an organization. Journal of Applied Behavioral Science, 1975, 11(3), 348-366.
- Nadler, L. Implications of the HRD concept. Training & Development Journal, 1974, 28(5), 3-13.
- Newbrough, J. R. Policy values in community mental health program planning. Journal of Community Psychology, 1978, 6(1), 48-50.
- Nicholas, J. M. Evaluation research in organizational change interventions: Considerations and some suggestions. Journal of Applied Behavioral Science, 1979, 15, 23-40.
- Nykodym, N., & Simonetti, J. L. An evaluation of structured experiences: How effective is experience-based learning? Group & Organization Studies, 1978, 3, 489-496.
- O'Day, R. Intimidation rituals: Reactions to reform. Journal of Applied Behavioral Science, 1974, 10, 373-386.
- O'Leary, V., Duffee, D., & Wenk, E. Developing relevant data for a prison organizational development program. Journal of Criminal Justice, 1977, 5(2), 85-103.

- O'Rourke, P., & Peterson, L. Why won't OD phase II just happen. Training & Development Journal, 1973, 27(1), 22-28.
- Owens, J. Organizational conflict and team-building. Training & Development Journal, 1973, 27(8), 32-39.
- Owens, R. G. An evolving seven-year organization development intervention, 1976. (ERIC Document Reproduction No. ED 121-917)
- Owens, R. G. Organizational behavior in the schools. Englewood Cliffs, NJ: Prentice-Hall, 1970.
- Partin, J. J. Emerging perspectives about organization planning and development. Training & Development Journal, 1973, 27(1), 8-17.
- Pate, L. E., Nielsen, W. R., & Bacon, P. C. Advances in research on organization development: Toward a beginning. Group & Organization Studies, 1977, 2, 448-460.
- Pate, L. E., Nielson, P. L., & Scholl, R. W. Organization development techniques: Their impact on change. Group & Organization Studies, 1977, 2(4), 428-448.
- Pate, L. E., & Rowland, K. M. Organizational change and development: An annotated bibliography. Catalog of Selected Documents in Psychology, 1975, 5, 259.
- Patten, T. H. OD, MBO, and the R/P system: A new dimension in personnel administration. Personnel and Administration, 1972, 35(2), 14-26.
- Patten, T. H., & Dorey, L. E. Long-range results of a team building OD effort. Public Personnel Management, 1977, 6(1), 31-50.
- Patten, T. H., & Fraser, K. L. Using the organizational rewards system as an OD lever: Case study of a data-based intervention. Journal of Applied Behavioral Science, 1975, 11, 457-474.
- Peters, L. H., & McKenna, J. F. A structural approach to organization development in a university professional school. Group & Organizational Studies, 1977, 2(2), 172-186.
- Pfeffer, J., & Leblebici, H. Executive recruitment and the development of interfirm organizations. Administrative Science Quarterly, 1973, 18(4), 449-461.
- Pfeiffer, J. W., & Jones, J. E. The annual handbooks for group facilitators. La Jolla CA: University Associates, 1972-1980.
- Pfeiffer, J. W., & Jones, J. E. A handbook of structured experiences for human relations training. Volume 1-7. La Jolla CA: University Associates, 1979.

- Plovnick, M., Fry, R., & Rubin, I. New developments in OD technology: Programmed team development. Training & Development Journal, 1975, 29(4), 19-25.
- Porras, J. I., & Berg, P. O. Evaluation methodology in organization development: An analysis and critique. Journal of Applied Behavioral Science, 1978, 14, 151-173.
- Porras, J. I., & Patterson, K. Assessing planned change. Group & Organization Studies, 1979, 4, 39-58.
- Pugh, D. S. Organization theory. Harmondsworth, England: Penguin, 1971.
- Randolph, W. A., Ferrie, J., & Brennan, G. An experiential design for training in OD. Training and Development Journal, 1979, 33(11), 76-87.
- Reddin, W. J. Confessions of an organizational change agent. Group & Organization Studies, 1977, 2, 33-41.
- Reid, T. A., & Chandler, G. E. The evolution of a human services network. Journal of Community Psychology, 1976, 4(2), 174-180.
- Reid, T. A., & Marinaccio, A. D. A perspective on organizational development: The openline project. Proceedings of 81st Annual Conference of APA - Montreal, Canada, 1973, 8, 971-972.
- Ricks, J. The shift to community mental health as an organizational phenomenon. Canadian Psychologist, 1973, 14(3), 241-248.
- Rizzo, A. E., Ossorio, A., & Saxon, L. The organization of an adolescent unit in a state hospital: Problems and attempted solutions. From M. Sugar (Ed.). The Adolescent in Group and Family Therapy. New York, N. Y.: Brunner/Mazel, 1975.
- Robinson, S. E. Significant tool skills for the OD consultant. National Society for Performance and Instruction Journal, 1977, 16(3), 14-15.
- Runkel, P. J. Conditions for success and failure of organizational development in schools, 1974. (ERIC Document Reproduction No. ED 088-242)
- Runkel, P. J., & Bell, W. E. Some conditions affecting a school's readiness to profit from OD training. Education and Urban Society, 1976, 8, 127-144.
- Runkel, P. J., & Burr, A. Bibliography on organizational change in schools. Eugene, on: CEPM, 1977.
- Rush, H. M. Organization development: A reconnaissance. New York, N. Y.: Conference Board, 1973.
- Sarason, S. B. The culture of the school and the problem of change. Boston: Allyn and Bacon, 1971.

- Sashkin, M. Organization development practices. Professional Psychology, 1973, 4, 187-194.
- Schein, E. Process consultation: Its role in organization development. Reading, MA: Addison-Wesley, 1969.
- Schein, V. E. Political strategies for implementing organizational change. Group & Organization Studies, 1977, 2, 42-48.
- Schein, V., & Greiner, L. Can organization development be fine-tuned to bureaucracies? Organizational Dynamics, 1977, 5, 48-91.
- Schmuck, R. A. Bringing parents and students into school management: A new program of research and development on Organization Development. Education and Urban Society, 1974, 6, 205-221.
- Schmuck, R. A. Building capacity for urban school problem solving through knowledge utilization, 1977. (ERIC Document Reproduction No. ED 148-908)
- Schmuck, R. A. Incorporating survey feedback in OD interventions, 1973. (ERIC Document Reproduction No. ED 075-890)
- Schmuck, R. Some uses of research methods in organization development projects. Viewpoints, 1974, 50(3), 47-59.
- Schmuck, R. A., & Miles, M. Organization Development in Schools. Palo Alto: National Press Books, 1971.
- Schmuck, R. A., Runkel, P. J., Arends, J. H., & Arends, R. I. The second handbook of organization development in schools. Palo Alto: Mayfield, 1977.
- Schmuck, R., Runkel, P. J., & Langmeyer, D. Improving organizational problem-solving in a school faculty. Journal of Applied Behavioral Science, 1969, 5, 456-482.
- Scott, W. R. Field methods in the study of organizations. In J. G. March (Ed.). Handbook of organizations. Chicago: Rand McNally, 1965.
- Seashore, S. E., & Bowers, D. G. Durability of organizational change. American Psychologist, 1970, 25, 227-233.
- Sheldon, A. Organizational paradigms: A theory of organizational change. Organizational Dynamics, 1980, 8(3), 61-80.
- Sieber, S. D. Images of the practitioner and strategies of educational change. Sociology of Education, 1972, 45, 362-385.
- Sigurdson, H. R., McEachern, A. W., & Carter, R. M. Administrative innovations in probation service: A design for increasing effectiveness. Crime & Delinquency, 1973, 19(3), 353-366.

- Sikes, W., Schlesinger, L., & Seashore, C. Developing charge agent teams on campus. Journal of Higher Education, 1973, 44, 399-413.
- Slocum, Jr., J. W. Does cognitive style affect diagnosis and intervention strategies of change agents? Group & Organization Studies, 1978, 3, 199-210.
- Smart, B. D. Achieving effective meetings - not easy but possible. Training & Development Journal, 1974, 28(1), 12-17.
- Smitson, W. S. Focus on service. MH, 1972, 56(4), 22-24.
- Sorenson, P. F., & Baum, B. H. The measurement of intraorganizational power: The application of the control graph to organization development. Group & Organization Studies, 1977, 2(1), 61-74.
- South, O. Diffusing a system. Education and Urban Society, 1976, 8, 183-195.
- Steele, F. Consulting for organizational change. Amherst: University of Massachusetts Press, 1975.
- Steele, F. I. Physical settings and organization development. Reading MA: Addison-Wesley, 1969.
- Steelman, H. S. Is there a payoff to organizational development. Training & Development Journal, 1976, 30(4), 18-23.
- Stein, R. T. Accuracy of process consultants and untrained observers in perceiving emergent leadership. Journal of Applied Psychology, 1977, 62, 755-759.
- Strauss, G. Organizational development: Credits and debits. Organizational Dynamics, 1973, 1(3), 2-20.
- Strauss, G., Miles, R. E., Snow, C. C., & Tannenbaum, A. S. Organizational Behavior: Research and Issues. Madison, Wisconsin: Industrial Relations Research Assn., 1974.
- Surles, R., & Mazade, N. Federal policies which influence the planning of local community mental health programs. Journal of Community Psychology, 1978, 6(1), 45-47.
- Tagliere, D. A. What an executive should know about organization development. Training & Development Journal, 1975, 29(7), 34-40.
- Teuber, E. B. Emergence and change of human relations groups. American Behavioral Scientist, 1973, 16(3), 378-390.
- Teulings, W. M., Jansen, L. C., & Verhoeven, W. G. Growth, power structure and leadership functions in the hospital organization. British Journal of Sociology, 1973, 24(4), 490-505.

- Tichy, N. M. Current and future trends for change agency. Group & Organization Studies, 1978, 3, 467-482.
- Tichy, N. M., & Nisberg, J. N. Change agent bias: What they view determines what they do. Group & Organization Studies, 1976, 1, 286-301.
- Torbert, W. R. Pre-bureaucratic and post-bureaucratic stages of organization development. Interpersonal Development, 1974-75, 5(1), 1-25.
- Toronto, R. S. A general systems model for the analysis of organizational change. Behavioral Science, 1975, 20(3), 145-156.
- Turkat, D. Organizational development theory and our troubled universities. Psychology, 1977, 14(3), 63-67.
- Turney, J. R., & Cohen, S. L. Development of a work environment questionnaire for the identification of organizational problem areas in specific army work settings. Catalog of Selected Documents in Psychology, M.S. 1557, 1977, 7, 89-90.
- Vande Vliert, E. Inconsistencies in the Argyris intervention theory. Journal of Applied Behavioral Science, 1977, 13(4), 557-564.
- Vroom, V. (Ed.). Methods of organizational research. Pittsburgh: University of Pittsburgh, 1967.
- Walsh, J. A., Schneider, G. A., Phelan, T. W., Shattan, S. P., & Fuhrmann, D. E. Organizational development through a staff workshop. Journal of Community Psychology, 1974, 2, 24-27.
- Walton, R. E. Ethical issues in the practice of organization development. In G. Bermant, H. C. Kelman, & D. P. Warwick (Eds.), The ethics of social intervention. Washington: Hemisphere, 1978.
- Walton, R. E. Interpersonal peacemaking: Confrontations and third-party consultation. Reading, MA: Addison-Wesley, 1969.
- Walton, R. E., & Warwick, D. P. The ethics of organization development. Journal of Applied Behavioral Science, 1973, 9(6), 681-698.
- Warrick, D. D. The changing role of OD practitioners: Considering past, present, & future developments. Training & Development Journal, 1976, 30(3), 36-39.
- Warrick, D. D., & Donovan, T. Surveying organization development skills. Training and Development Journal, 1979, 33(9), 22-25.
- Warrick, D. D., & Zawacki, R. A. Organization development in business education. Training & Development Journal, 1977, 31(8), 31-34.

- Warwick, D. P. Moral dilemmas in organization development. In G. Bermant, H. C., Kelman, & D. P. Warwick (Eds.). The ethics of social intervention. Washington: Hemisphere, 1978.
- Warwick, D. P., & Kelman, H. C. Ethical issues in social intervention. In G. Zaltman (Ed.), Processes and phenomena of social change. New York: Wiley, 1973.
- Watkins, D. A., Marine resource development: An application of the community development process at the state level. Journal of Community Psychology, 1976, 4(2), 139-144.
- Watson G. (Ed.). Change in School Systems. Washington, D. C.: Cooperative Project for Educational Development, 1967.
- Watson G. (Ed.). Concepts for social change. Washington, D.C.: Cooperative Project for Educational Development, 1967.
- Wegner, R., & Sayles, L. Cases in organizational behavior. Englewood Cliffs, NJ: Prentice-Hall, 1972.
- Weick, K. E. Organization design: Organizations as self-designing systems. Organization Dynamics, 1977, 6(2), 30-46.
- Weisbord, M. R. Organizational diagnosis: Six places to look for trouble with or without a theory. Group & Organization Studies, 1976, 1, 430-447.
- Weisbord, M. R. The gap between OD practice and theory and publication. Journal of Applied Behavioral Science, 1974, 10, 476-484.
- Winn, A. Change agents, scapegoats, power and love. Group Process, 1976, 5(2), 153-160.
- Woods, M. F., & Davies, G. B. Potential problem analysis: A systematic approach to problem prediction and contingency planning: An aid to the smooth exploitation of research. R & D Management, 1973, 3(1), 25-32.
- Woodworth, W., & Nelson, R. Witch doctors, messianics, sorcerers, and OD consultants: Parallels and paradigms. Organizational Dynamics, 1979, 8(2), 17-33.
- World Health Organization - Expert Committee on Mental Health. Organization of mental health services in developing countries: 16th report of the WHO committee on mental health. WHO Technical Report Series, 1975, No. 564.
- Zacker, J. Is opposition to social intervention resistance or coping? Professional Psychology, 1974, 5, 198-205.
- Zand, D. E. Collateral organization: A new change strategy. Journal of Applied Behavioral Science, 1974, 10(1), 63-89.
- Zenger, J. Increasing productivity: How behavioral scientists can help. Personnel Journal, 1976, 55(10), 513-515, 525-526.