

ABSTRACT

The Impact of Organization Development Intervention in the Life Cycle and Growth of Aliaga Farmers Rice Mill is a study of a family business in a province in the Philippines. Through the study, the researcher studied the company's background and their current situation then identified the stage of the organizational growth in the life cycle as well as the stage of the Entrepreneurs who are the first generation and their children who are currently working in the organization considering themselves a second generation.

Organization Development Intervention was created to suit the need of the organization with the subject size of sixty (60) consisting of four management and 56 employees. The study include ranks of authority, communication systems, membership coordinating systems; activities that are related to goals setting; attitude towards change; the results of activities impacted positive outcomes for the management team and the organizational members. The researcher prepares the people in the organization to enhance the organizational learning that will occurs when members of the organization acts as learning agents, responding to changes in the internal and external environments, shared culture and values of organization.

The comparison of Pre-Organization Development Intervention (ODI) and Post-ODI shows the impact of the Interventions introduced to the organization. Since change comes in a process, the researcher has to continuously observe and guide the management team; leading the organization to the "Prime" the paramount stage in the organization life cycle. This is to ensure the fruitful transformation of business ownership from the first generation to the next generation and to prepare the next generation for the un-avoided change when the organization grows bigger.