

TYBMS sem-VI Rev 16 Examination Sep/Oct - 2024
Sub 2 - Organisational Development.

Paper / Subject Code: 86007 / Elective : Human Resource : Organisational Development

Duration: 2 1/2 hours

Total Marks: 75

Note: All questions are compulsory.

Figures to right indicate full marks.

Q1. A. Choose and write correct answer from the options given below. (Any 8) (8)

1. The Organisational Development process is based on the action research model, which begins with _____.
(Analysing the results/ Action Planning/ Identifying the problem/ Feedback)
2. _____ is recognised as the founding father of Organisational Development.
(Kurt Lewin/ Warrick/ Lewinsky/ McGregor)
3. What is the first step in Organisational Development?
(Goal setting/ Employee development/ Change Management/ Restructuring)
4. The _____ analysis lays emphasis primarily on the use of money.
(Economic/ Political/ Social/ Environmental)
5. _____ is the one who helps the system to change by using the principles of Organisational Development.
(OD practitioner/ OD consultant/ Change agent/ Mentor)
6. Organization renewal refers to _____.
(high employees morale/ selective strategy/ build productivity/ turn around management)
7. _____ tends to be most rational part of our personality.
(Adult ego-state/ Parent ego-state/ Child ego-state/ old ego-state)
8. Problem of measurement and problem of means are the two major limitations of _____ approach.
(System resource/ Goal/ Strategic process/ Strategic constituency)
9. _____ suggests that the very least the consultant can provide "first aid" to the organization.
(Gordon Lippit/ Kellar ford/ Kelman/ Argyris)
10. _____ technique was developed by Blake & Mouton.
(Managerial grid/ Process consultation/ Transactional analysis/ Sensitivity training)

Q1. B. State whether following statement is True or False (Any 7) (7)

1. The degree of change may vary from one organization to other.
2. Organisational development involves use of knowledge drawn from behavioural sciences such as psychology, sociology and anthropology.
3. Content analysis is a quatitative tool for Organizational diagnosis.

4. Homophily is the degree of closeness and similarity between the change agent and the client.
5. Organizational renewal refers to a continuous, knowledge-oriented process as opposed to episodic change.
6. Unfreezing is sometimes accomplished through a process of "psychological disconfirmation".
7. Interventions are derived from theory, practice and experimentation.
8. Coercion occurs when organization members are force to participate in an OD intervention.
9. Effectiveness can be measured even by using a single criteria.
10. Primary data can be collected from company website.

Q2 A Explain the evolution of organizational development. (8)

Q2 B What are the competencies of organizational development practioner? (7)

OR

Q2 C Explain the process of organizational development. (8)

Q2 D What are the levels of organizational diagnosis? (7)

Q3 A Explain the organizational growth and its implications for Change. (8)

Q3 B What are the skills required for change agents? (7)

OR

Q3 C Explain the techniques of organizational diagnosis. (8)

Q3 D Explain the importance of organizational change. (7)

Q4 A What are the factors affecting success of interventions? (8)

Q4 B What are the steps in organizational development interventions? (7)

OR

Q4 C What are the methods of evaluating organizational development interventions? (8)

Q4 D Explain the importance of organizational development interventions. (7)

Q5 A Explain the approaches of Organizational effectiveness. (8)

Q5 B What are the parameters for judging organizational effectiveness? (7)

OR

Q5 C Write short notes on: (Attempt any 3)

(15)

1. Ethics in organizational development.
2. Power and influence tactics.
3. Organizational lifecycle.
4. Organizational renewal.
5. Planned change.

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