

Time: 2 ½ Hours

Marks: 75

Q.1A: Fill in the Blanks (Any 8)

(15)

1. OD emphasises _____ participation.
(a) Employee (b) Family (c) Customers (d) Suppliers
2. OD and HRD are _____.
(a) Separate (b) Interdependent (c) Opposite (d) Unrelated
3. The first step in OD process is _____.
(a) Evaluation (b) Diagnosis (c) Feedback (d) Control
4. The organisational life cycle has _____ stages.
(a) 2 (b) 3 (c) 4 (d) 6
5. SWOT analysis is a _____ tool.
(a) Diagnostic (b) Finance (c) Marketing (d) HR
6. Renewal is a process of _____.
(a) Revitalisation (b) Decline (c) Formalisation (d) Exit
7. A person who manages change is a _____.
(a) Auditor (b) Change Agent (c) Supervisor (d) Leader
8. Team building improves _____.
(a) Profits (b) Group effectiveness (c) Conflict (d) Finance
9. Ethics in OD ensure _____.
(a) Transparency (b) Secrecy (c) Profits (d) Authority
10. Goal approach measures _____.
(a) Morale (b) Organisational effectiveness (c) Leadership (d) Training

Q.1B: True or False (Any 7)

(07)

1. OD focuses on short-term fixes.
2. Top management provides leadership for OD.
3. Organisational renewal prevents stagnation.
4. Resistance to change is never present.
5. SWOT is used for diagnosis.
6. Sensitivity training improves interpersonal skills.
7. Modern interventions include survey feedback.
8. Strategic interventions ignore environment.
9. Resource constraints are an OD issue.
10. System resource approach focuses on resource acquisition.

Q.2A: Explain the OD principles. (08)

Q.2B: Explain the role of Top management in OD. (07)

OR

Q.2C: Explain the process of OD. (08)

Q.2D: Elaborate the need of Organisational Diagnosis. (07)

Q.3A: Explain in detail the techniques of organisational diagnosis. (15)

OR

Q.3B: Explain the process of planned change. (08)

Q.3C: Define OD interventions and explain its features. (07)

Q.4A: What are the ways to enhance Organisational Effectiveness. (08)

Q.4B: Explain the process of evaluating OD interventions. (07)

OR

Q.4C: Explain the types of evaluating OD interventions. (08)

Q.4D: Explain the Factors influencing ethical judgement in OD. (07)

Q.5A: Distinguish between Effectiveness and Efficiency. (08)

Q.5B: Explain the Challenges in achieving organisational effectiveness. (07)

OR

Q.5: Short Notes (Any 3) (15)

1. Objectives of OD
 2. Organisational Life Cycle
 3. Change Agent
 4. Strategic Interventions
 5. Balanced Scorecard
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