

Duration: 2 Hours 30 Minutes

Total Marks: 75

Note: 1) Answer all questions.

2) All figures to the right indicate full marks.

Q1 A) Choose and write the correct answer (Attempt any 8)

(8 marks)

- _____ is the first behavioural scientists to implement an organization development program
(Michael Bennis/Henry Carthy/ Douglas Mc Gregor)
- _____ established research center for group dynamics
(Lewinsky/Kurt Gobain/Kurt Lewin)
- Organization development is a _____ term effort
(Short/ Medium/ Long)
- The organization perspective focuses on the _____ process dimensions of organizational functioning.
(Human/ Technical/Mechanical)
- _____ leaders can help integrate strategic continuous learning and innovation
(Transformational/ conservative / Autocratic)
- Organization _____ represents values, basic assumptions and norms shared with in the organization.
(Salient / customization/ culture)
- _____ is an outgrowth of the managerial grid approach to leadership
(Field training/ approach training / grid training)
- _____ analysis helps people to understand each other better
(Transactional/ transformational/ system based)
- Goal approach is also called as _____ goal
(Time bound/ rational/ pragmatic)
- _____ power based on the power- receiver having an identification with the power holder
(Expert/ Referent/ Reward)

B) Match the following (Attempt any 7)

(7)

Sr.no	A	Sr.no.	B
1	Motivation	i	Modification of task
2	Unobtrusive measures	ii	Managerial grid
3	OD practitioner	iii	Unethical
4	Force field analysis	iv	Social consequences
5	Unfreezing	V	Members belief
6	Structural intervention	vi	Creates zest for work
7	Blake and Mouton	vii	Indirect data
8	Coercion	viii	Excellent influencing skills
9	Functional model	Ix	Technique of diagnosis
10	Group norms	X	Step in Lewin's Model

Q2 A) What are the principles of Organizational Development? (8)

B) Explain the relevance of Organizational Development for managers. (7)

OR

C) Explain the competencies of an Organizational Development Practitioner. (8)

D) Explain Organizational development in global setting. (7)

Q3 A) Explain the significance of Organizational Change. (8)

B) What is the role of Change Agents? (7)

OR

C) Explain the process of planned change. (8)

D) Explain the tools used in Organizational Diagnosis. (7)

Q4 A) Explain the Human resource intervention and Structural interventions. (8)

B) Explain the features of Organizational Development interventions? (7)

OR

C) Explain the traditional methods of Organizational Development interventions. (8)

D) Explain the advantages of Organizational Development interventions. (7)

Q5 Write short notes on: (Any three) (15)

1. Team building
2. Transactional analysis
3. Business Process Re- Engineering.
4. Value Conflict and Dilemma
5. Organizational effectiveness
