Question Paper- I

Time allowed: 3hrs

Course Title: OD and Change

Course Code: MHRM 404	Max. Marks: 100
Section A	
Attempt all questions, each of sheet	question carries 1 mark. Answers are to be recorded on separate
Q1. The OD Process essentiall	y does not contain which of the following:
a) Diagnosis	c)Action
b) Process Management	d) Collaboration
Q2. The deno	otes interdependency of components or parts
a) Action	c)Team
b) System	d)all the above
Q3. The concept of linking pi	ns was given by
a) Gestalt	c)Freud
b) Likert	d)none of the above
Q4.T group has been founded	under the direction of:
a)Lewin	c)Tannenbaum
b)Argyris	d) All of the above
Q5. Managers must have the requires:	mental ability to analyse and diagnose complex situations and this
a)Human Skills	(c) Conceptual Skills
b)Technical Skills	d) Soft Skills
Q6.OD is a process of	change
a) Desired	c) Planned
b) Action	d) none of the above
Q7 is term	ned as research on action
a) Action research	c) Social research
b) Meta analysis	d) none of the above
Q8.Action Research as a prod	cess of learning was described by
a) Shepherd	c) Blake
b) Lewin	d) Gestalt
Q9. In OD joint effort descri	bes:
a) Consultant Client Relation	onship c) Team Effort

b) Action research

- d) None of the above
- Q10.Stimulus Response reaction results in -----
- a) Behaviour
- c) Attitude
- b) Thought
- d) Action

Section B

Attempt any five questions. Each question carries 6 marks

- Q11. Explain the significance of organizational change
- Q12.Explain the cultural resistance to change with suitable examples in Indian context
- Q13. Elaborate the assumptions of Organization Development
- Q14. Describe the theory of OD as proposed by Robert Tannenbaum
- Q15. Write a short note on third party peace making and work redesign
- Q16. Discuss the various steps in implementing change.
- Q17.Explain the system approach to change in organizational development.
- Q18.Describe how role analysis technique in OD intervention is used by organizations.

Section C

Attempt one question from each unit each question carries 12 marks.

UNIT I

- Q19.Discuss the key role of consultant and internal resource person in managing change
- Q20.Discuss the various types of Organizational change by citing suitable examples from MNCs.

UNIT II

- Q21. Explain the levels of change vis a vis attitudinal, individual behavior and organizational performance.
- Q22. Explain the models of planned Organizational Change

UNIT III

- Q23. Explain the evolution of Organizational Development.
- Q24.Explain the Indian experience of OD in Public and Private sector enterprises.

UNIT IV

- Q25.Explain the team interventions in organizations. Give examples from IT Sector.
- Q26Explain the process of action research in OD Process explain by citing the example of IBM.

UNIT V

- Q27 Elaborate the future of OD and new perspectives in the present era.
- Q28Explain the role of a leader in managing transition. Give example from Indian Corporate Sector.