

Duration : 2 ½ Hrs.

Total Marks : 75

Note : All Questions are compulsory subject to Internal choice
Each question carries equal marks.

Q1 A) Choose and Write correct answer from the options given below: (Any 8) (8)

1. OD interventions reduce unnecessary _____.
(Conflict/Competition /Work /Collaboration)
2. In expert power the power-holder has _____.
(Expert Knowledge/Teams/Influence/Legal rights)
3. OD programs increase the _____ of employees.
(Motivation/Salaries /Tenure /Perks)
4. Process consultation is a _____ technique of OD intervention.
(Traditional/ Outdated/ Modern/Discontinued)
5. Sensitivity Training is also known as _____ training.
(Laboratory/On the Job /New /Theoretical)
6. In OD Good leadership results in more _____.
(Profits/turnover of employees/committed staff /payments from suppliers)
7. The process of power is connected with _____.
(Profit/Greed /Politics/Information)
8. _____ is the last phase in organizational diagnosis.
(Analysis/Feedback/Entry/Study Design)
9. _____ Strategy is also known as entrepreneur strategy.
(Reposition /Marketing/ Retrenchment/Replacement)
10. The process of OD is based on the action _____ model.
(Research/ Reaction/Analysis/Results)

Q1 B) State Whether following statement is true or false: (Any 7) (7)

1. Business Process Reengineering is not a subjective process.
2. Timing Tactics analyses both the decisions and the actions taken.
3. Organizational development is critical to product innovation.
4. Unobtrusive data are collected directly from respondents .
5. Deception is any form of unethical and will destroy trust.
6. Longitudinal evaluations in OD are often challenging to conduct.
7. The consultant acts as an advisor, who presents the suggestions and perspectives as a solution to the problem.
8. The Arbitrator is the most powerful type of intermediary.
9. The infant stage is the stage of decline.
10. The OD manager plans, develops, implements and administers HR programs for company employees.

Q2 A) Discuss the objectives of Organizational Development. (8)

B) Explain the Participation of top management in Organizational Development. (7)

OR

C) Explain the relevance of Organizational Development for managers. (8)

D) Discuss Organizational Development in Global Setting. (7)

Q3 A) What is Organizational diagnosis? Explain its need. (8)

B) Define Organizational renewal. What are the techniques of Organizational renewal? (7)

OR

C) What do you mean by Business Process Re-engineering? Explain its Features. (8)

D) Explain the role of change agents. (7)

Q4 A) Explain the different types of Organizational Development interventions. (8)

B) Briefly the traditional techniques of Organizational Development intervention. (7)

OR

C) Explain the features of organization development intervention. (8)

D) Explain the methods of Evaluation of Organizational Development Intervention. (7)

Q5 A) Elaborate on Value Conflict and Dilemma. (8)

B) What are the ways to enhance organizational effectiveness? (7)

OR

Q5 C] Write short notes on. (Any Three) (15)

1. Organizational life Cycle.
2. OD-HRD interface
3. Ethical guideline for OD Professionals.
4. Values in OD.
5. Transactional Analysis.

.....