

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. The first step in the Process of Organizational Development starts with _____.
(Action planning/Analyzing results/Identifying the problem/Feedback)
2. One of the most important things to manage in Organizational Development is _____.
(Payments/Culture/Products/Environment)
3. Business Process Reengineering was propounded by _____.
(Michael Hammer/Thomas Hammer/Jim Hammer/Peter Hammer)
4. Power and Politics are _____ Process in any Organization.
(Complimentary/ Natural/ Profit/ Reactive)
5. _____ Stage is the Peak level of the Organizational life Cycle.
(Growth/Infant/Prime/Ageing)
6. One of the Competencies of Organizational Development is measuring _____.
(Competition/Structure/Success/Sales)
7. Reenergizing means to _____ in Organizational Development.
(Refresh/Renewal/Recharge/Rebuild)
8. _____ Propounded Managerial Grid Training.
(Gordon Lippit /Robert Blake and Jane Mouton/ Eric Bern/ Warrick)
9. One of the Parameters for Judging Organizational Effectiveness is Bias for _____.
(Action/ Autonomy/ Entrepreneurship/ Markets)
10. _____ occurs when organizational members are forced to participate in an Organizational Development Intervention.
(Deception/Coercion/Misrepresentation/Technical Ineptness)

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

1. The OD practitioner acts as a coach to the organizational leaders and change agents.
2. A healthy Organization shares its business goals with employees at every level of organization.
3. Visioning tactic is an important tactic to influence the Organizational Behaviors.
4. A mentor helps in skill development for employees to handle the change process.
5. The organizational level study is a micro study.
6. Uncertainty Avoidance is maintaining status Quo.

7. Strategy represents the methods an organization uses to accomplish its task.
8. Organizational Diagnosis is done in four levels.
9. Formulation of re-design plan is the real Crux of the BPR.
10. Transactional Analysis is the method for studying interactions between individuals.

Q2 A) Enumerate in detail the importance of Organizational Development (8)

B) Discuss the Evolution Of Organizational Development. (7)

OR

C) Explain the Emerging Trends in Organizational Development (8)

D) Elaborate in detail the several roles played by OD Practitioner. (7)

Q3 A) Discuss the techniques of Organizational diagnosis Development (8)

B) What are the causes of Organizational Renewal? (7)

OR

C) Explain in brief Organizational Life Cycle. (8)

D) Do you think Change can be Planned? Elaborate Planned Change in detail. (7)

Q4 A) Explain the Steps in Organizational Development Interventions. (8)

B) Explain the Modern techniques of Organizational Development Intervention. (7)

OR

C) Explain the Process of Evaluating Organizational Development Intervention. (8)

D) Discuss the Power and Influence Tactics. (7)

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

B) Explain different approaches to Organizational effectiveness. (7)

OR

Q5C] Write short notes on. (Any Three)

1. Business Process Reengineering.
2. OD-HRD Interface.
3. Ethics in Organization development.
4. Organizational Effectiveness v/s Efficiency.
5. Organizational level Diagnosis.