

Roll No.

56046

**MBA 2 Year 3rd Semester (Old) Batch
2011-2013 Examination – December, 2018**

ORGANISATIONAL CHANGE & DEVELOPMENT

Paper : MBA-307

Time : Three Hours]

[Maximum Marks : 80

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.

*Note : Section – A contains **eight** short answer type question of 2 marks each and is **compulsory**.
Section – B Attempt **four** questions, selecting **one** from each Unit. All questions carry equal marks.*

SECTION – A

1. Explain the following terms : 2 × 8 = 16

(a) Planned change

- (b) Need for Organizational Development
- (c) Reactive Change
- (d) T-Group Training
- (e) Engineering Approach
- (f) Process Structure
- (g) Traditional Values of OD
- (h) Third Party Intervention

SECTION – B

UNIT – I

- 2. Discuss the meaning and nature of organizational change. Discuss theories of planned change. 16
- 3. Describe organizational development. What are various assumptions of OD. Discuss objectives of OD ? 16

UNIT – II

- 4. What do you mean by process consultation ? Explain various organizational processes. Enlist steps involved in process consultation. 16

- 5. What is Team Building Intervention. Explain the process of team building and its importance in OD. 16

UNIT – III

- 6. Explain the concept of Work Design Intervention. Discuss various approaches to work design. 16
- 7. What is organizational transformation ? Discuss the role of Leadership in organizational transformation. 16

UNIT – IV

- 8. Discuss the practices and challenges of Organizational Development. Explain the future trends in OD. 16
- 9. (a) Professional Ethics of OD. 8
- (b) What are the skills required for a Organizational Development Consultant. 8