

21/11/2020

Code No. 12060

FACULTY OF MANAGEMENT

M.B.A. III – Semester (CBCS) Examination, November 2020

Subject: C. Organization Development

Paper – MB – 305 (Discipline Specific Elective – II (HRM))

Time: 2 Hours

Max.Marks: 80

PART – A

Note: Answer any four questions.

(4x5 = 20 Marks)

- 1 Role Analysis Technique
- 2 Organizational transformation
- 3 Lewin's Change Model
- 4 Types of OD values
- 5 Process Interventions.

PART – B

Note: Answer any four questions.

(4x15 = 60 Marks)

- 6 Briefly discuss the importance of values and assumptions in organizational development.
- 7 What is Organization Development? Identify and explain five stages of Organization Development in a manufacturing industry.
- 8 Write a note on 'Action Research' and its importance.
- 9 Describe in brief:
 - i) Burke-Litwin Model of change
 - ii) Normative – Reductive Theory.
- 10 Explain any two models used for diagnosis by the OD consultant.
- 11 Write note on evaluating and institutionalizing OD interventions.
- 12 What are the techniques and exercises used in team building?
- 13 Explain the concept of Beckherd's Confrontation meeting. Discuss when such meetings are appropriate.
- 14 Write note on:
 - i) Re-Engineering
 - ii) Organizational Learning.
- 15 You are an HR manager in an pharmaceutical company that is planning some major changes. Your CEO has asked you, if it would be better to hire an external OD practitioner or appoint somebody from within the organization. What would be your reply? Justify your response.
