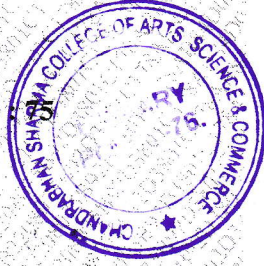


Time : 2 ½ HRS

MARKS



**NOTE: All questions are compulsory subject to Internal choice.
Each question carry equal Marks.**

Q1.(A) State whether the following statements are True or False. (Any 8)

(8)

- 1) Once the situation is assessed, defined, and understood. The next step in organization development is to plan an intervention.
- 2) Human resource and organization development share similar roots in the human aspects of the organization.
- 3) The aging stage is the peak level of the organizational life cycle.
- 4) Business process Reengineering is not a subjective process.
- 5) The final phase in evaluation process of organizational intervention is deciding on data source.
- 6) The Arbitrator is the most powerful type of intermediary.
- 7) Deception in any form is unethical and will destroy trust.
- 8) Logical persuasion tactics can be applied to divide and dominate the opposition.
- 9) Professionals feel commitment to the discipline.
- 10) Organizational effectiveness essentially denotes how well a company uses money.

Q1. (B) Choose the correct Alternative (Any 7)

(7)

- 1) Organizational development is a process that focuses on:
 - a) Organization improvement.
 - b) Handling conflicts.
 - c) Human resource.
 - d) None of the above.
- 2) Organization renewal refers to :
 - a) Selective strategy.
 - b) Build productivity through people.
 - c) High employee morale.
 - d) Turnaround management.
- 3) Goal approach assumes that the organizations are:
 - a) Input – throughput - output approach.
 - b) Capability to get better at internal efficiency.
 - c) Planned, logical and goal seeking entities.
 - d) None of the above.

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- 4) Misrepresentation is likely to occur:
- When information gathered is used punitively.
 - In the entering and contracting phase of planned change.
 - When members are forced to participate.
 - The purpose of change effort is not clear.
- 5) Human resource intervention include:
- How to divide the labour.
 - How to attract competent people.
 - How to gain competitive advantage.
 - How to focus on improvement of work content.
- 6) Transactional analysis is the method for
- Studying interacting between individuals.
 - Organization development.
 - Preparing ideal strategy.
 - None of the above.
- 7) The major technique of organizational diagnosis is:
- Unobtrusive measures
 - Workplace demographics
 - Reconstructing work schedules.
 - Reconstructing organization culture.
- 8) Formulation of re-design plan is the real crux of the:
- Organizational diagnosis.
 - Business process reengineering,
 - Organization renewal
 - Planned change.
- 9) The competencies of an organizational development practitioner is:
- Change catalyst
 - Action planning
 - Restructuring
 - Process focused.
- 10) The organizational development process is based on:
- The managerial Grid model
 - The Action research model.
 - A J Leavitt's model
 - None of the Above.

Q2] Answer the following

(15)

- a) Enumerate in Detail the Process of Organization development? (8)
- b) Organization development is a planned and systematic change. Highlight on principles of organizational development. (7)

OR

- c) Human Resource development is a part of organizational development strategic planning. Comment on OD-HRD interface. ? (8)
- d) What are the competencies of organizational development practitioner? (7)

Q3] Answer the following.

(15)

- a) Explain in Brief the level of Organizational diagnosis. (8)
- b) What do you mean by Business Process Re-Engineering? State and explain its features(7)

OR

- c) Discuss the tools used in Organizational Diagnosis. (8)
- d) Do you think change can be planned? Explain planned change in detail. (7)

Q4] Answer the following.

(15)

- a) What is an Organizational Development Intervention? Explain the factors affecting success of Intervention. (8)
- b) Briefly explain the Traditional Techniques of Organizational development Intervention. (7)

OR

- c) Elaborate on value conflict and Dilemma. (8)
- d) Discuss the ways to enhance Organizational effectiveness. (7)

Q5] Write Short Notes on (Any Three)

(15)

- a) Third party peace Making Intervention.
- b) Ethical guidelines for OD professional.
- c) Organizational effectiveness.
- d) Transactional analysis.
- e) System resource approach.
