

Duration: 2 Hours 30 Minutes

Total Marks: 75

- Note: 1) Answer all questions.  
2) All figures to the right indicate full marks.

**Q1 A) Choose and write the correct answer (Attempt any 8) (8 marks)**

1. \_\_\_\_\_ is the first behavioural scientists to implement an organization development program  
(Michael Bennis/Henry Carthy/ Douglas Mc Gregor)
2. \_\_\_\_\_ established research center for group dynamics  
(Lewinsky/Kurt Gobain/Kurt Lewin)
3. Organization development is a \_\_\_\_\_ term effort  
(Short/ Medium/ Long)
4. The organization perspective focuses on the \_\_\_\_\_ process dimensions of organizational functioning.  
(Human/ Technical/Mechanical)
5. \_\_\_\_\_ leaders can help integrate strategic continuous learning and innovation  
(Transformational/ conservative / Autocratic)
6. Organization \_\_\_\_\_ represents values, basic assumptions and norms shared with in the organization.  
(Salient / customization/ culture)
7. \_\_\_\_\_ is an outgrowth of the managerial grid approach to leadership  
(Field training/ approach training / grid training)
8. \_\_\_\_\_ analysis helps people to understand each other better  
(Transactional/ transformational/ system based)
9. Goal approach is also called as \_\_\_\_\_ goal  
(Time bound/ rational/ pragmatic)
10. \_\_\_\_\_ power based on the power- receiver having an identification with the power holder  
(Expert/ Referent/ Reward)

**B) Match the following (Attempt any 7) (7)**

Sr.no	A	Sr.no.	B
1	Motivation	i	Modification of task
2	Unobtrusive measures	ii	Managerial grid
3	OD practitioner	iii	Unethical
4	Force field analysis	iv	Social consequences
5	Unfreezing	v	Members belief
6	Structural intervention	vi	Creates zest for work
7	Blake and Mouton	vii	Indirect data
8	Coercion	viii	Excellent influencing skills
9	Functional model	ix	Technique of diagnosis
10	Group norms	X	Step in Lewin's Model

**Q2 A)** What are the principles of Organizational Development? (8)

**B)** Explain the relevance of Organizational Development for managers. (7)

**OR**

**C)** Explain the competencies of an Organizational Development Practitioner. (8)

**D)** Explain Organizational development in global setting. (7)

**Q3 A)** Explain the significance of Organizational Change. (8)

**B)** What is the role of Change Agents? (7)

**OR**

**C)** Explain the process of planned change. (8)

**D)** Explain the tools used in Organizational Diagnosis. (7)

**Q4 A)** Explain the Human resource intervention and Structural interventions. (8)

**B)** Explain the features of Organizational Development interventions? (7)

**OR**

**C)** Explain the traditional methods of Organizational Development interventions. (8)

**D)** Explain the advantages of Organizational Development interventions. (7)

**Q5 Write short notes on: (Any three) (15)**

1. Team building
2. Transactional analysis
3. Business Process Re- Engineering.
4. Value Conflict and Dilemma
5. Organizational effectiveness

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