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Total No. of Pages: 02
Total No. of Questions: 11

MBA (Sem.-4TH)
ORGANIZATIONAL DEVELOPMENT
Subject Code: MBA-966
Paper ID: [A2541]

Time: 3 Hrs.

Max. Marks: 60

Section A

Note: Attempt any four questions. Each question carries 5 marks.

1. What do you mean by Laboratory training?
2. "Change is a constant pressure". Explain in brief
3. Define Second Generation Organizational Development.
4. What is the role of Employee Participation in OD process?
5. Define Third Waves Consulting.
6. Discuss the role of Career Anchors in OD process.

Section B

Note: Attempt one question from each subsection (7-10). Each question carries 8marks.

7. a) Discuss the various steps involved in implementation of Organizational Development Process giving special emphasis to the interdisciplinary nature of OD.
b) Write a note on
 - i) Systems theory and
 - ii) Strategies of Change
8. a) Define Action Research and its significance and role in OD process.
b) Write a note on
 - i) The Six Box Model and
 - ii) Phases of OD program.
9. a) Differentiate between Power and Politics. What are various sources of power and their role in OD process?
b) Write a note on
 - i) Group and Team interventions and
 - ii) Third Party Peacemaking Interventions.
10. a) Discuss the issues related to Consultant -Client relations. What is the role of trust and consultant expertise in this?
b) Write a note on
 - i) Depth of intervention
 - ii) ethical standards in OD.

Section C

Note: *Read the case carefully and answer the question below. The question carries 8 marks.*

11. Leaders worldwide agree that managing organizational change and the reactions it evokes among employees are vital issues. Over two-thirds of global organizations participating in a survey commissioned by the American Management Association acknowledged having experienced some sort of disruptive change. Individuals obviously cannot avoid change. Organizations worldwide try to ease the change process through teamwork and Team Interventions. Your organization is going for a major change introducing the latest technology, which requires switching to Computer Numerical control (CNC) machining centers, replacing the conventional lathe machines. Among others, this requires a major compositional shift in the skill-set of employees.
1. Explain your action plan in the context of teamwork to achieve success in this change process.
 2. Also, discuss the role of productive team for the organizational change and development process.

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