

Roll No.

Total No. of Pages : 02

Total No. of Questions : 15

MBA (2012 & Onward) (Sem.-4)
ORGANISATION DEVELOPMENT

Subject Code : MBA-966

Paper ID : [A2541]

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTION TO CANDIDATES :

- 1. SECTION-A contains SIX questions carrying FIVE marks each and students have to attempt any FOUR questions.**
- 2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student have to attempt any ONE question from each Subsection.**
- 3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying EIGHT marks.**

SECTION-A

1. What are the organizational factors resisting change in organizations?
2. What are the advantages of parallel learning structures?
3. What are career anchors?
4. Explain the different sources of power in organizations.
5. Explain participative action research model of OD.
6. Discuss the essential traits of an OD practitioner.

SECTION-B

UNIT-I

7. What are other change initiatives? How does OD differ from them?
8. How do teams and teamwork serve as a foundation and building block Organizational Development?

UNIT-II

9. Write a detailed note on the process of Organizational Development.
10. There are six critical areas to focus on as per the 'six box model' of diagnosis as suggested by Weisboard. Elaborate.

UNIT-III

11. What are the factors that consultants need to consider while planning and implementing OD interventions so as to maximize effectiveness of OD interventions?
12. Discuss how the technique of 'Responsibility Charting' helps to clarify who is responsible for various decisions and actions in a team so as to improve team functioning.

UNIT-IV

13. Compare and contrast the role of an external versus an internal OD practitioner.
14. Enlist and elaborate the ethical guidelines for OD practitioners in organizations.

SECTION-C

15. Case Study :

Constant friction between Marketing and R&D departments of ABC Company, a lead player in cosmetics industry, was a serious concern to the General Manager, Ashok. While members of the R&D department felt that the marketing team was unduly pressurizing the R&D department to produce new products at frequent intervals, the marketing team felt that R&D department was not working hard enough to meet the changing demands of their customers.

Question :

1. Suggest and explain an OD intervention to Ashok to ensure smooth functioning of the teams.