

**MMS/M- 13**  
**ORGANISATION CHANGE AND INTERVENTION**  
**Paper- HRM- 404**

*Time allowed : 3 hours* [ *Maximum marks : 70* ]

**Note : Attempt five questions. Question No. 1 is compulsory. All questions carry Equal marks.**

1. (a) What is planned change?  
(b) Organizations are complex social systems.  
(c) Can self- directed teams help an organization achieve competitive Advantage?  
(d) Change is a three stage process.  
(e) The purposes of team building.  
(f) Phases of an OD program  
(g) What is field force analysis?
2. ‘ Organization Development is about people, and organizations and how they function as well as about planned change, getting individuals, teams and organizations to function better’. In the light of this statement, bring out the role of organization development.
3. Discuss different approaches to problem diagnostic in the process of organization development.
4. Explain major substantive areas to which the team building interventions are directed at?
5. What methods and techniques are used in the evaluation of organization development program?
6. What OD skills are essential for the success of implementation of OD program?
7. Discuss different ethical dilemmas in organization development practice originating from the actions of either the consultant, or client or both.
8. How large a role and how constructive a role will OD play in the future.