

## **Organizational Change and Intervention Strategies**

**Paper: HRM-404**

**Time: Three Hours**

**Maximum Marks: 70**

**Note: Attempt Five Question in all. Question No 1 is Compulsory. All questions carry equal marks.**

1. Answer the following questions in brief:
  - (a) What are Self-directed Teams?
  - (b) What is Transactional Analysis?
  - (c) What is Group Dynamics?
  - (d) What is Quality of Work Life?
  - (e) What is Systems Theory?
  - (f) What is 'Third Wave Consulting'?
  - (g) What is Formal Group Diagnostic meeting?
2. What do you understand by Organizational Change? What factors are responsible for bringing organizational Change? Suggest appropriate methods to manage organizational change.
3. "Organizational Development is a long range effort to improve organization's problem solving and renewal processes, particularly through more effective and collaborative management of organizational culture, often with the assistance of a change agent". Illustrate this statement and discuss the OD Interventions.
4. Discuss the techniques of planned change and their significance in the globalized word of today.
5. What General organizational Development Competencies are necessary to make an organization competitive and successful?.
6. What ethical issues are essential for organizational development professions?
7. What do you understand by 'Sensitivity Training'? What technique of sensitivity training is followed in Indian business Organizations?
8. What seems to be the future of Organization Development? What possible changes do you perceive an OD processors and practice?