

Roll No.

MMS/D-14
ORGANISATION CHANGE AND
INTERVENTION STRATEGIES
Paper-HRM-304

13591

Time Allowed : 3 Hours]

[Maximum Marks : 70

Note : Attempt any eight questions from Part—A and any three questions from Part—B. Each question of Part—A, carries 5 marks and that of Part-B carries 10 marks.

PART-A

1. “In an organization change for the sake of change is no change at all.” Comment upon statement.
2. Explain in detail Lewins model of Change.
3. Discuss Behaviour modelling as Intervention.
4. Write a note on the Employee involvement in implementing Organization change.
5. What is O.D. (Organization Development)? Explain the operational goals of O.D. with suitable examples.
6. Discuss the concept of BPR (Business Process Re-engineering) and its role in Change Management.
7. Discuss the Role Analysis and Role Negotiation Techniques in Team building.
8. Explain General competencies for OD professionals.
9. Discuss the role of Consultants in an Organization. What are the qualities and skills required on their part?
10. Explain the various forces responsible for Organization change.

PART—B

11. What do you mean by OD Intervention? Briefly discuss the major families of O.D. Intervention.
12. How do you define a Learning Organization and what are the main characteristics of learning organization With that also discuss the difference between Learning Organization and Organization Learning.
13. Discuss Third Party and System Intervention in detail.
14. Explain the concept of Organization development and also describe the important techniques of planned change that you would like to use for examining the effectiveness of an organization.
15. How and when T-group method, GSACT approach Process-consultation, MBO and Responsibility chain can be used as ~O.D. Intervention, citing an example of each technique?