

Roll No.....

13261

MMS / D—13
ORGANISATION CHANGE AND INTERVENTIO STRATEGIES
Paper—HRM-304

‘Time allowed: 3 hours]

[Maximum marks: 70

Note: There are two parts of this question ‘paper. Part—A comprise 10 short answer we questions of 5 marks each. Part—B comprise of 5 questions of 10 marks each. Attempt any eight questions from the Part-A and any 3 questions from Part--B.

Part—A

1. Explain in detail “System Model of Change”.
2. Overall how effective is organisation development in organisation function with respect to what factor does it Work or not?
3. “Are OD values Universal”? Comment
4. Explain in detail the “Gesalt Approach of team building”.
5. Write a short note on Ethics of OD professionals.
6. How can you relate action research with OD Process?
7. Elaborate the steps involved in OD Process.
8. As a Change Manager, to what extent can you identify environmental pressures propelling your organisation toward a change?
9. Explain the concept of learning organisations.
10. Short note on future of organisation development.

Part—B

11. When introducing new organisational changes what assumptions do you make about traditional organisational practices that they must be replaced? Retained? / Modified?
12. Explain in detail the varieties of team building interventions.
13. Explain the various reasons for resisting change. Do you believe to be most difficult to deal with (as a manager)?
14. Imagine that you are a manager, whose unit is suffering problems due to lack of coordination between employees. How can OD techniques be used to address this problem? Which particular technique would you suggest?
15. What do you understand by Third party peacemaking Interventions?