

**Organization Change and Intervention Strategies****Paper: HRM-404**

Time: Three Hours] .

[Maximum Marks: 70

**Note:-** Attempt **FIVE** questions in all. **All** questions carry **equal**

marks. Q. No.1 is compulsory.

1. Write brief notes on the following :-
  - (a) Role Analysis
  - (b) Evolutionary Change
  - (c) Single-Loop Learning
  - (d) Action Research
  - (e) Likert system 1 to 4.
  - (f) Confirmation Meeting.
  - (g) Ethics for OD Consultants.
2. What do you mean by Planned Change? Explain Lewin's Model of Planned Change and also discuss its relevance in rapidly changing business environment".
3. Bring out the steps of Organization Development Process. Describe in detail problem diagnosis procedure in OD process and also discuss methods and approaches for conducting problem diagnosis in modern organizations.
4. What do you mean by Consultant-Client relationship in organization development process? Highlight issues related to this relationship and also discuss how ethics for OD professional influence this relationship.
5. Discuss in detail skills and competencies required for internal and external organization development consultants while dealing with modern organizations.
6. What do you mean by Quality Circles? What are major pitfalls in quality circles? Suggest guidelines for remedying these effectively
7. and also evaluate Success of quality circles as an OD intervention. What is Survey-Feed-back ? Describe components and steps of
8. Survey - Feed-back method and also evaluate its usefulness as an OD intervention for modern organizations. What do you mean by Team Building? Describe steps and procedure of Team building and also evaluate relevance and effectiveness of team building OD intervention especially for Public Sector Organizations in India.

