

**Organisation Change and Intervention Strategies****Paper-HRM-404**

Time: Three Hours]

[Maximum Marks: 70

Note :- Attempt FIVE questions in all. Question No. I is compulsory. All questions carry equal marks.

- I. Write brief notes on the following:
  - (a) Quality Circles
  - (b) Survey-Feedback
  - (c) Work-Redesign
  - (d) Transactional Analysis (TA)
  - (e) Team Building
  - (f) Planned Change
  - (g) Skills for OD Consultants.
- II. Explain the meaning of organization change. Why people resist organization change? Briefly touch upon the sources of resistance to organization change and also suggest strategies to overcome the resistance by the employees.
- III. Explain meaning and characteristics of Organization Development. Discuss goals, assumptions, values and beliefs underlying organization development process.
- IV. What is Role Analysis Technique (RAT) ? How is it being used in the management of 'role conflict' and 'role-ambiguity' and also highlight its significance as OD intervention.
- V. What do you mean by the term OD intervention? Describe any two interpersonal OD interventions and critically analyse their effectiveness for modern organizations.
- VI. What is Sensitivity Training? Describe the procedure to conduct sensitivity training in groups and also examine its relevance as OD intervention in Indian Organizations.
- VII. Discuss the role and usefulness of intergroup and third party peace making interventions.
- VIII. What is Grid OD ? What stages does it move through? And also discuss its significance as OD intervention.

