

MMS/D-15  
 ORGANISATIONAL CHANGE AND INTERVENTION STRATEGIES  
 PAPER-HRM-304

Time Allowed: 3 Hours

Maximum Marks: 70

Note: Attempt any eight questions from Part-A of 5 marks each and three questions of 10 mark each from Part B.

PART-A

- 1 Explain the various types of Change and their characteristics?
- 2 Throw light on the varied issues related to change management in contemporary organizations and their solution also.
- 3 What key changes and development would characterize the field of organizational development in future?
- 4 Who is Change agent? Critically evaluate its role in various change management initiatives.
- 5 Describe the competencies which necessarily need to be every OD professional for successful execution of various initiatives.
- 6 Describe the process of Organisational Development with the help of example.
- 7 Explain the various issues related to OD Consultant and Client Organisations relationship.
- 8 What assumptions beliefs and values have to be considered while making an organizational development programme and also discuss their importance too?
- 9 Highlight the different methods and techniques widely used to overcome the resistance to change in modern organizations
- 10 Briefly describe the most commonly used third party peace making intervention and comment on their significance for organizational development also.

PART-B

- 11 Identify various differences and similarities between Systems model of Change and Kurt Lewin model of Change. Which of these models is more relevant in understanding change dynamics in modern times? Justify your answer?
- 12 Imagine yourself an OD specialist. You have been given the task of transforming an organization that is now going through major restructuring of business process, technology, and employees's skill and competence. Identify and justify the OD Interventions which are best suited for such situation in your opinion.
- 13 Discuss the concept of OD intervention. Also describe the major families as well as the significant classifications of OD interventions which are quite relevant in maximizing organizational.
- 14 Why Organizational Development Professional whether in-house or external need to follow certain professional ethics and value system? In line of your justification elucidate the various codes of professional ethics which every OD consultant need to follow.

- 15 Explain various Team building interventions and their suitability in various organizational situations. Also throw light on techniques used for building effective teams in modern organizations.