

Roll No. ....

**MS–303/HR–2301**

**Organizational Change and Development**

Master of Business Administration/P. G. Diploma  
in Human Resource Management  
Examination, 2018

**Time : 3 Hours**

**Max. Marks : 80**

**Note :** This paper is of **eighty (80)** marks containing **three (03)** Sections A, B and C. Learners are required to attempt the questions contained in these Sections according to the detailed instructions given therein.

**Section–A**

**(Long Answer Type Questions)**

**Note :** Section ‘A’ contains four (04) long answer type questions of nineteen (19) marks each. Learners are required to answer *two* (02) questions only.

1. Define Organizational Development. What are the characteristics of Organizational Development ?
2. What is Organizational Diagnosis ? Discuss any *one* model for organizational diagnosis.
3. What is planned change ? Discuss in detail any *one* model of planned change.

**(B-67) P. T. O.**

4. Explain the Weisbord's (Six Box) model for organizational diagnosis.

### **Section-B**

#### **(Short Answer Type Questions)**

**Note :** Section 'B' contains eight (08) short answer type questions of eight (08) marks each. Learners are required to answer *four* (04) questions only.

Write short notes on any *two* of the following :

1. Role Analysis Technique (RAT).
2. Ethical issues in organizational development.
3. Future of organizational development.
4. What is Appreciative inquiry ?
5. Distinguish between First order change and Second order change.
6. What are Parallel learning structures ?
7. What is third party peace making intervention ?
8. Reasons for resistance to change.

### **Section-C**

#### **(Objective Type Questions)**

**Note :** Section 'C' contains ten (10) objective type questions of one (01) mark each. All the questions of this section are compulsory.

Indicate whether the following statements are True *or* False :

1. Restructuring an organization may lead to a smaller organization.
2. Manager may reduce resistance to change through education and communication.
3. Psychologist Kurt Lewin argued that constant change was efficient.

**[ 3 ]**

4. Only top management has the responsibility to be change agents.
5. A planned change of the formally prescribed task and authority relationships in an organization's design is called a structural change.
6. A survey feedback is an organizationally focused moderate-depth intervention method.
7. Government regulations are an example of internal change forces.
8. Career planning is a type of team intervention.
9. Action research is a scientific approach to study and solve organizational issues.
10. Employee engagement and quality of work life are the latest developments in the field of organizational development.