

[102]

No. Of Printed Pages: 2

SARDAR PATEL UNIVERSITY

Vallabh Vidyanagar

MHRD Examination 4th Semester

Monday: Day Date: 11/04/2016

Session: afternoon Time: 2:30 pm to 5:30 pm

Subject Code: PA04CHRD01

Subject / Course Title: Organizational Development

Total Marks : 70

Q- 1. Tick the appropriate answer.

(10)

1. The initial interest of manager in the organizational development efforts is introduced through, personal attendance at.	
(a) T Group laboratory	(b) Action research
(C) sensitivity analysis	(d) All the above
2. Most of the organizational development activities are based on a basic model, is	
(a) Data based	(b) scientific method of enquiry
(C) problem solving	(d) All the above
3. A number of approaches may be used to bring about effective change within an organization often called intervention strategies, these include	
(a) sensitivity training	(b) Survey research & feed back
(c) Grid training	(d) All of the above
4. Managing change is an integral part of _____	
(a) Every managers job	(b) Top managements job
(C) middle line management job	(d) The first line managers job
5. Who theorized the change process involving unfreezing , changing and refreezing.	
(a) Drucken	(b) Mayo
(c) Robbins	(d) Kurt lewin
6. Who introduced six box models?	
(a) Robert	(b) Marvin weisbord
(c) Hamster	(d) Robbins
7. Employees formulate change that's required and implement it in	
(a) Sensitivity	(b) Action research
(c) Human process interventions	(d) organizational Development
8. The managerial Grid theory is developed by Mc clelland. (True /False).	
9. Which one is not the element of Johari window.	
(a) Private area	(b) personal area
(c) Dark area	(d) Blind area
10. Organizational development is characterized by what type of change?	
(a) Long range change	(b) planned change
(c) compre hensive change	(d) All of these

PTO

Q-2 Define organizational change? Explain in detail the models of forces to change. (14)

OR

Explain organizational development interventions, methods, classifications and its applications?

Q-3 Define organizational Development, Discuss the process of Diagnosis & marvin wizboard six box model for Diagnosis. (14)

OR

Explain in detail the success and future of Organizational Development. Discuss the strategies involved for success of Organizational Development programmes.

Q-4 "Government sectors should focus more on organizational development motives rather than private sectors to have a competitive future" Discuss your stand on the statement. (14)

OR

The managing director of a well established manufacturing unit, plan to introduce new imported machines and modern methods of production, The workers in the factory numbering around 2000 are fearful of the change brought out and hence resisted in many ways. As an OD consultant, how do you advice the top management to tackle the problem, what OD interventions would you suggest and how would you put into action the same?

Q-5 Short Note (Any Three) (18)

1. Assumptions and values of Organisational Development
2. Grid organizational Development
3. The concept of survey Research and feedback.
4. The concept of Resistance to change
5. T – Group Training
6. Third Party consultation

X=X=X

②