

(28)

SEAT No. _____

No. of Printed Pages : 2

Pg. 1 of 2

SARDAR PATEL UNIVERSITY

NOVEMBER 2018 EXAMINATION M.S.W. (HR) – III SEMESTER

Subject	: Organizational	Subject	: PA03CSHR21
Title	: Development	Code	
Date	: 20/10/2018	Day	: Saturday
Time	: 10:00 a.m. to 1:00 p.m.	Total Marks	: 70

Q.1. Multiple Choice Question Answers 10 marks

- 1 Prof. Burke defined organizational development in the year _____.
A 1982 B 1992 C 2002 D 2012
- 2 _____ is the role of top management in organizational development.
A Expert B Facilitator C Coach D All of these
- 3 Organizational _____ is the first step towards organizational diagnosis.
A Reference B Performance C Analysis D Synthesis
- 4 A _____ is mailed to the respondent for collecting information for organizational diagnosis.
A Interview B Check list C Observation D Questionnaire
A schedule
- 5 Organizational change is process of changing the individual's personal behaviour.
A Correct B Incorrect
- 6 Kurt Lewin has given the _____ stage model of organizational change.
A Two B Three C Four D Five
- 7 _____ is an important element of quality circles.
A Initiative B Participation C Independence D Leadership
- 8 The acronym MBO stands for Management By _____.
A Orientation B Order C Omission D Objectives
- 9 The book *Behavioural Processes in Organisations* is written by _____.
A Pareek & Rao B Rao & Mohan C Hersey & Blackey D French & Bell
- 10 Sensitivity training focuses on helping organizational members to develop a better awareness of group dynamics and their roles in the group.
A Correct B Incorrect

15 marks

Q.2. Define organizational development. Discuss various roles of top management in the organizational development process.

OR

Q.2 Discuss questionnaires and interviews as techniques of organizational diagnosis in detail.

15 marks

Q.3. Explain in detail the Kurt Lewin's model of organizational change.

OR

Q.3 Describe institution building as a process of organizational development.

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(P.T.O.)

Q.4. Explain various structural interventions for organizational development. **15 marks**

OR

Q.4. Describe organizational development in international settings.

15 marks

Q.5. WRITE SHORT NOTES (ANY 2)

- A** The interface between organizational development and human resource development.
- B** Employee involvement.
- C** Values of organizational development.

— X —
(2)