

MP-402 (New)

December - Examination 2015

MBA IInd Year Examination**Organisational Development and Training****Paper - MP-402 (New)****Time : 3 Hours]****[Max. Marks :- 80**

Note: The question paper is divided into three sections A, B and C. Write answers as per given instructions.

Section - A

8 x 2 = 16

Note: Very short answer questions to be answered in 30 words each.

- 1) Define the following:
 - (i) Parallel learning
 - (ii) Social loafing
 - (iii) OD consultant
 - (iv) Goal setting
 - (v) Techno structural intervention
 - (vi) Self managed team
 - (vii) Work redesign
 - (viii) Training and development

Section - B

4 x 8 = 32

Note: Answer any 4 questions in 200 words each.

- 2) Explain group cohesiveness and factors affecting group cohesiveness
- 3) Explain action research as a cyclical process of change.
- 4) What are the different challenges faced by the training managers? Explain.
- 5) Explain training needs identification process.
- 6) Explain force field analysis.
- 7) What are the factors responsible for change in an organisation?
- 8) Explain various stages of group formation.
- 9) Explain change agent as facilitator, initiator and catalyst.

Section - C

2 x 16 = 32

Note: Answer any two questions in 500 words each.

- 10) "Change is highly important to the success of an organisation but many people have the tendency to overtly or covertly to resist it". Explain. Elaborate methods of overcoming resistance.
- 11) Explain OD intervention given by Blake and Mouton also explain process consultation.
- 12) What are the key issues that should be addressed in the design, conduct and evaluation of training program?
- 13) What is action research? Explain the action research process. How does it supplement OD.