

MP-402

December – Examination 2022

Master of Business Administration (IInd Year) Examination

ORGANISATIONAL DEVELOPMENT AND TRAINING

Paper : MP-402

Time : 3 Hours]

[Maximum Marks : 80

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

Section-A

8×2=16

(Very Short Answer Type Questions)

Note :- Answer all questions. As per the nature of the question delimit your answer in one word, one sentence or maximum up to **30** words. Each question carries 2 marks.

1. (i) OD intervention
- (ii) Social loafing

- (iii) Define work redesign.
- (iv) Define goal setting.
- (v) Sensitivity training
- (vi) Define the term efficacy.
- (vii) Define Downsizing.
- (viii) Define T group training.

Section-B **4×8=32**

(Short Answer Type Questions)

Note :- Answer any *four* questions. Each answer should not exceed **200** words. Each question carries 8 marks.

2. Explain the formation of group.
3. What is Survey Feedback ? Explain the various methods.
4. What do you understand by Competency Mapping ?
5. Write short note on quality of work life.
6. Explain change Agent as a facilitator, initiator and catalyst.
7. What are assessment centres ? Explain.
8. Discuss OD evaluation process.
9. What are the techniques of role Negotiation ?

Section-C **2×16=32**

(Long Answer Type Questions)

Note :- Answer any *two* questions. You have to delimit your each answer maximum up to **500** words. Each question carries 16 marks.

10. Explain in brief various kinds of organisation structure interventions.
11. Write short notes on the following :
 - (a) Process consultation
 - (b) Self-managed teams
12. Discuss the challenges in training. What are the major functions of training department ?
13. Why do people resist change ? Do personal factors play a role in this process ? What are the common coping strategies for change ?