

MP-402

December – Examination 2023

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. Define the following :

- (i) Organisational development
- (ii) Team work

- (iii) Group
- (iv) Organisational restructuring
- (v) Survey
- (vi) Empowerment
- (vii) Change Agent
- (viii) Client relationship

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 concept of OD.
3. What are the factors affecting group cohesiveness ?
4. Explain any *four* methods of organisational restructuring.
5. Explain change agent as facilitator and catalyst.
6. How can you measure effectiveness of organisational development ?
7. Briefly explain any four training programmes/ methods.
8. What are the functions of assessment centres ?
9. What do you understand by on the job training ?

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 OD interventions by Blake and Mouton.
11. What are the theories of group formation ? Explain.
12. What are causes of resistance to organisational change ? Suggest ways to overcome the same.
13. How can training improve organisational effectiveness ? Explain.