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MP-402(New)

June – Examination 2020

**Master of Business Administration
(II Year) Examination**

Organisational Development and Training

Paper : MP-402(New)

Time : 3 Hours]

[Maximum Marks : 80

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

- (i) Define Action research.
- (ii) Define Force-field Analysis

- (iii) Define Change agent
- (iv) Define Structural Interventions.
- (v) Define brain storming.
- (vi) Define Sensitivity training
- (vii) Define key assumptions of OD
- (viii) Define the term team efficacy

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 differences between training development, learning and education with examples.
3. What is Learning ? Explain the principles of learning.
4. Differentiate between Organization Development and Organization Transformation.
5. Explain Survey Feedback. Also discuss the importance of survey feedback in OD.
6. What are the different 'Levels' of Training Evaluation ?

7. How the training needs are assessed ?
8. What are the steps involved in survey feedback ?
9. What are the steps involved in designing training program ?

Section-C **2×16=32**

(Long Answer Type Questions)

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

10. Discuss the development methods used to enhance the decision-making skills and interpersonal skills of employees in any organization.
11. Discuss the significance of training needs assessment. Explain the three types of analyses involved in conducting training needs assessment and give examples.
12. Elaborate how the Training and Development activities in organization improve organizational effectiveness.
13. What is sensitivity training ? Mention the advantages as well as the limitations of sensitivity training.