

# MP-402

June – 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. Write notes on the following :

- (i) Team Building
- (ii) Internal consultancy

- (iii) Sensitivity Training
- (iv) Change Agent
- (v) T-group training
- (vi) Self Manager Teams
- (vii) Change Process
- (viii) Parallel learning

**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 stages of group formation.
3. What are assessment centres ? Discuss its functions.
4. What do you understand by Competency Mapping ?
5. Elaborate the socio-technical system in OD.
6. Write a note on transactional and transformational change.

7. Explain the techniques of Role Negotiation.
8. Why there is a need for identifying the training need ?
9. Explain the Kirkpatrick model of training evaluation.

**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. Explain OD interventions given by Blake and Mounon.
12. What is organizational change ? What is resistance to change and how to overcome ?
13. Discuss the challenges in training. What are the major functions of training department ?