

MP-402(New)

June - Examination 2017

**Master of Business Administration - II 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 × 2 = 16**

(Very Short Answer Questions)

Note: Answer **all** questions in 30 words each.

- 1) What do you mean by:
 - (i) Individual Interventions
 - (ii) Team
 - (iii) Inter-Group Interventions
 - (iv) Organizational Restructuring
 - (v) Survey Feedback
 - (vi) Change Agent
 - (vii) Consultant
 - (viii) OD Effectiveness

Section - B**4 × 8 = 32**

(Short Answer Questions)

Note: Answer **any four** questions in 200 words each.

- 2) Explain why OD would be necessary even in a stable environment.
- 3) What do you mean by OD interventions?
- 4) Explain in brief significance of team interventions.
- 5) How does structural interventions help in organizational restructuring?
- 6) How employees' participation enable their empowerment?
- 7) Why organisations hires services of external change agents?
- 8) Discuss the factors influencing the training need.
- 9) What factors need to be considered to ensure good client consultant relationship?

Section - C**2 × 16 = 32**

(Long Answer Questions)

Note: Answer **any two** questions in 500 words.

- 10) Explain history of organization development and its evolution.
- 11) How inter-group interventions are different as compared to structural interventions? Discuss in brief benefits of structural interventions.
- 12) Discuss the role of HR Manager in identification of need for training. What factors should be considered while designing training programmes? Discuss.
- 13) Organizations consistently go through several and different changes. What forces drive an organization to make changes? Discuss.