

Total No. of Questions : 5]

SEAT No. :

PB-4738

[Total No. of Pages : 2]

[6201]-411

M.B.A

**403HR:(SC-HRM-05) : ORGANIZATIONAL DIAGNOSIS
AND DEVELOPMENT
(2019 Pattern) (Semester - IV)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.
- 3) Draw neat labelled diagram wherever necessary.

Q1) Solve any five.

[10]

- a) Define the Term "T-group training"
- b) _____ teams are typically comprised of individuals who have a functional home base.
 - i) Effective teams
 - ii) Cross - functional
 - iii) High performance team
- c) What do you mean by Gestalt approach?
- d) _____ structures are specially created organizational structures for planning and guiding change programs.
 - i) Parallel learning
 - ii) T-group
 - iii) T Q M
- e) Expand the term PESTEL.
- f) Define OD
- g) Quality circles
- h) What are the issues in client consultant relationship.

P.T.O

Q2) Solve any two.

[10]

- a) The steps involved in Backhards confrontation meeting.
- b) Role of consultant in OD intervention.
- c) Shed light on Herbert Shepard contribution to OD.

Q3) Solve Any One :

[10]

- a) Evaluation of OD - Discuss.
- b) Kurt Lewin suggested a Systematic manner in which change can be brought about. Shed light on it.

Q4) Solve Any One :

[10]

- a) How can we diagnose an organizational problem with the help of Six-Box Model?
- b) Walton's approach to Third-Party Peacemaking.

Q5) Solve any one -

[10]

- a) You are a manager explain the best leadership style you will use to bring about the desired goal accomplishment.
- b) What are the critical elements of Action research which are considered by manager in solving the problems in an organization.

Total No. of Questions : 5]

P7977

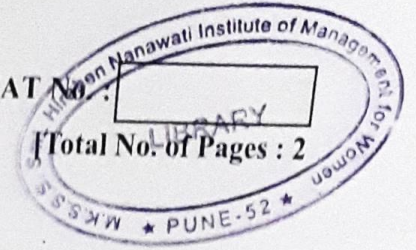
[6118]-73

S.Y. M.B.A.

**403 - HR - SC - HRM - 05 : ORGANIZATIONAL DIAGNOSIS &
DEVELOPMENT
(2019 Pattern) (Semester - IV)**

SEAT No. []

[Total No. of Pages : 2



Time : 2½ Hours]

Instructions to the candidates:

[Max. Marks : 50

- 1) All questions carry equal marks.
- 2) Draw neat diagrams wherever needed.

Q1) Answer any 5 out of 8:

[10]

- a) Define Organisational Diagnosis.
- b) State the importance of OD.
- c) What are the key steps involved in the diagnostic process of an organisation?
- d) List 3 common resistance factors to change in organisation.
- e) What is the Lewin's 3 step model of Organisational Change.
- f) What is micro environment?
- g) What do you mean by OD intervention?
- h) What is GRID OD?

Q2) Answer any 2 out of 3:

[10]

- a) Compare & contrast the planned change & emergent change approaches to OD.
- b) Write short note of PESTLE analysis.
- c) Write short note on client consultant relationship.

P.T.O.

Q3) Answer any 1 out of 2:

[10]

- a) How will 6 box model help the organisation designing their structure?
- b) Explain the structural Interventions in OD with example?

Q4) Answer any 1 out of 2:

[10]

- a) Explain Porter's five forces model & its relevance in the field of OD.
- b) Explore the role of leadership in facilitating successful organisations change & development, highlighting key competencies & behaviours of effective change leaders.

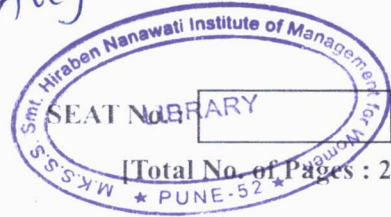
Q5) Answer any 1 out of 2:

[10]

- a) Critically evaluate the ethical considerations in organisational diagnosis & development processes, discussing potential challenges & strategies for addressing them.
- b) "The future of OD is bright, but only if field continues to evolve". Discuss the statement with examples.



Aug 23



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[6025]-81

M.B.A.

**403 - SC - HR : ORGANIZATIONAL DIAGNOSIS &
DEVELOPMENT**

(2019 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Draw neat labelled diagrams wherever necessary.*
- 2) *Figures to the right indicates full marks.*
- 3) *All questions are compulsory.*

Q1) Solve any five

[10]

- a) Define the term of organizational Development.
- b) What is Action research?
- c) What do you mean by macro environment.
- d) Expand PESTEL.
- e) What is mean by gestalt approach.
- f) Enlist any two objectives of Grid OD.
- g) Define the term of quality circle.
- h) State any two challenges of O.D consultant.

Q2) Solve any two :

[10]

- a) What is system theory? Explain it with the help of open & closed systems?
- b) What are self managed teams & how do self - managed team apply to the design of socio technical systems?
- c) What are the roles & responsibilities of OD consultant?

P.T.O.

Q3) Solve any one

[10]

- a) What are T - Groups & how it will play an important roles in the overall development of organization?
- b) Describe various types of Team Intervention?

Q4) Solve any one

[10]

- a) Discuss the importance of six box model as emphasized by Weisbord with diagrammatic representation?
- b) Discuss briefly the concept of comprehensive OD interventions?

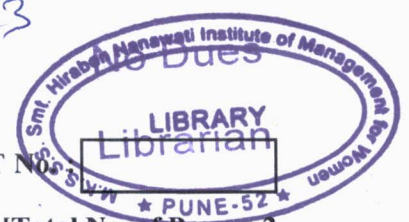
Q5) Solve any one

[10]

- a) Describe in detail michael porter's five forces model with diagrammatic representation.
- b) Explain with two examples the client consultant Relationship process and major challenges that lie within this relationship?

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PA-3731

SEAT No.

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[5946]-411

M.B.A.

**403-HR:SC-HRM05:Organizational Diagnosis & Development.
(2019 Pattern) (Semester-IV)**

Time : 2½Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) Draw neat labelled diagram wherever necessary.
- 2) Figures to the right indicate full marks.
- 3) All questions are compulsory.

Q1) Solve any Five questions.

[10]

- a) Define the term of double loop learning?
- b) Enumerate any four importance of organizational development.
- c) Define the term organizational diagnosis?
- d) What is meant by gestalt approach.
- e) Define the beckhard's confrontation meeting.
- f) Enlist any two objectives of Grid OD.
- g) Enumerate any four roles & responsibilities of OD consultant.
- h) Enlist any four importance of introducing OD consultant.

Q2) Solve any Two questions.

[10]

- a) Define parallel learning structures. Explain when to use it with suitable examples.
- b) Discuss the term formal group team building meeting.
- c) What are the role and responsibilities of an OD consultant?

P.T.O.

Q3) Solve any One question.

[10]

- a) What are T-Groups and how it will play an important role in the overall development of organization?
- b) Describe the similarities and difference between a normative approach, such as grid organization Development and an organization confrontation meeting.

Q4) Solve any One question.

[10]

- a) Discuss briefly the concept of comprehensive OD interventions?
- b) Write short notes;
 - i) Double Loop learning.
 - ii) Organization mirror and partnering.

Q5) Solve any One question.

[10]

- a) Elaborate the role and responsibilities of an OD consultant with respect to the growth of an organization
- b) Apply porter's five force model to analyse any company of your choice. Present all five forces with suitable examples.



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[5860]-411

S.Y. M.B.A. (Semester - IV)

403 HR (SC-HRM - 05) : ORGANIZATIONAL DIAGNOSIS AND
DEVELOPMENT
(2019 Pattern)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Draw neat labelled diagrams wherever necessary.
- 2) Figures to the right indicate full marks.
- 3) All questions are compulsory.

Q1) Solve any five :

[10]

- a) Define the term of Organizational Development.
- b) What is Action research?
- c) What do you mean by Macro Environment?
- d) What do you mean by Team Intervention?
- e) Define the term of Beckhard's Confrontation meeting.
- f) Expand PESTEL.
- g) Enumerate any four roles & responsibilities of OD consultant.
- h) Enlist any 2 challenges of OD consultant.

Q2) Solve any Two :

[10]

- a) What is System Theory? Explain it with the help of Open and closed System?
- b) Discuss the term formal group team building meeting.
- c) Explain the term re-engineering with the help of suitable example.

P.T.O.

Q3) Solve any one :

[10]

- a) What are T-groups and how it will play an important role in the overall developments of organization?
- b) Describe various types of Team Intervention.

Q4) Solve any one :

[10]

- a) Discuss briefly the concept of comprehensive OD interventions.
- b) Write short Notes :
 - i) Phases of Organizational Diagnosis.
 - ii) Organization Mirror and Partnering.

Q5) Solve any one :

[10]

- a) Apply porters five force model to analyse any company of your choice present all five forces with suitable examples.
- b) Explain with two examples the Client Consultant Relationship Process and major challenges that lie within relationship?

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