

AU-1654

M.B.A. Semester—IV Examination

ORGANIZATIONAL DEVELOPMENT AND INTERVENTION STRATEGIES

Paper—MBA/4302/OB

Time : Three Hours]

[Maximum Marks : 70

Note :—(1) Attempt all the questions.

(2) Figures to the right indicate full marks.

SECTION—A

1. (a) “Six box model is a simple but powerful diagnostic tool.” Discuss. 14

OR

- (b) What do you mean by Organizational Development ? Discuss assumptions and beliefs in OD. 14

SECTION—B

2. (a) Explain different skills required by OD professionals. 7
(b) Kisan Agro Company wishes to expand their existing plant ; for this they will require new machines, human resources and other resources. You as OD consultant, suggest the different steps for this OD program. 7

OR

- (c) Discuss the various steps involved in Organizational Development process. 7
(d) “Akar tools” is a medium scale Company. Keeping in view, the competitive market and to increase the profit of company, the President of the company plans to implement OD program in the company ; for this he asks GM to establish OD cell. GM plans to recruit some people from outside for OD cell. You are appointed as OD consultant; in your opinion, what OD skills the incumbents should have to work in OD cell ? 7

3. (a) Discuss the concept and objectives of organization change. 7
 (b) A large Automobile Company wants to implement techno-structural changes. Which model of change implementation you will choose here and why ? 7

OR

- (c) What do you mean by change agent ? Why there is a need of change agent ? 7
 (d) ABC Ltd. Company wants to change their performance management system. But employees are resisting this change. Explain why an employee resists change and how to overcome it. 7

SECTION—C

4. (a) Explain steps of designing organizational interventions. 7
 (b) Explain the factors to be considered while designing interventions. 7

OR

- (c) Explain interpersonal intervention in brief. 7
 (d) Explain the term team intervention. 7

SECTION—D

5. Bharat Textiles located at Surat is a fast growing company and believes in OD. In 2007, Mr. Arora was appointed as OD consultant. Mr. Arora had completed his assignment in given time CEO was satisfied with Mr. Arora's work. In 2011, the company again decided to carry out OD program. This time Mr. Singh was appointed as consultant because Mr. Arora was busy with some other assignment. Mr. Singh could not give satisfactory result in one year. During review meetings Mr. Singh was always blaming previous consultant and was claiming that Mr. Arora has not done good work. First I will take to remove the discrepancies in previous work then only I can proceed further. In this way Mr. Singh was making delay so that he can get more money in terms of fees. He was doing this because of rivalry with Mr. Arora.
- (1) Analyse the case. 5
 (2) Evaluate the case on professional ethics of OD consultant. 5
 (3) What duties should OD consultant perform ? 4