

Note: 1. Answer any four questions from Q.No.1 to Q.No.7

2. Question No.8 (case study) is compulsory

Note: 1. Answer any 4 full questions from Question No.1 to 7, Question No. 8 is compulsory.

2. Each question carries sub-questions a, b, c carrying 3 marks, 7 marks & 10 Marks respectively.

1 (a) Define Organizational Development (3 Marks)

(b) What are the characteristics of Organizational Development? (7 Marks)

(c) Explain Techno-structural approach to Organizational Development (10 Marks)

2 (a) What are OD interventions? (3 Marks)

(b) What are the triggers for change? (7 Marks)

(c) Explain Human Processual approach to Organizational Development (10 Marks)

3 (a) Write a brief note on 'OD cube'? (3 Marks)

(b) Distinguish between first order change and second order change. (7 Marks)

(c) Explain the Weisbord's (Six Box) model for organizational diagnosis. (10 Marks)

4 (a) What are parallel learning structures? (3 Marks)

(b) What are the factors leading to resistance to change? (7 Marks)

(c) Explain the OCTAPACE Model of climate survey (10 Marks)

5 (a) What is meant by partnering? (3 Marks)

(b) Explain the Grid Organizational Development (7 Marks)

(c) Explain briefly the 7 phases of OD programs? (10 Marks)

6 (a) What is meant by Systems 1 – 4T? (3 Marks)

(b) What are organization mirror interventions? (7 Marks)

(c) Clarify the meaning of action research with the help of a model. (10 Marks)

7 (a) What is third party peace making interventions? (3 Marks)

(b) Explain the gestalt approach to team building. (7 Marks)

(c) Explain the process of managing organizational change with the aid of a model. (10 Marks)

8 Case Study (compulsory)

(20 Marks)