

Seat No. : \_\_\_\_\_

## **XV-105**

**Five Years M.B.A. Integrated (K.S.)**

**5<sup>th</sup> M.B.A.**

**April-2013**

### **Organisation Dynamics & Development**

**Time : 3 Hours]**

**[Max. Marks : 70**

- Instructions :**
- (1) This is a closed book examination.
  - (2) The question paper contains **five** questions.
  - (3) Figures to the right indicate specific marks for the respective question.
  - (4) Be precise and to the point in your answers.

1. Write short notes on :
  - (a) The concept of Organization development **3**
  - (b) The distinguishing characteristics of organization development **4**
  - (c) Parallel learning structures **4**
  - (d) Role analysis technique **3**
2.
  - (a) Discuss the implications of organization development values. **7**
  - (b) Explain in detail the phases of OD programs. **7**

**OR**

- (a) Discuss the system theory in context of organization development.
  - (b) What is 'Action Research' ? Discuss its process and approach. Also mentions its usefulness in organization development.
3.
  - (a) Classify OD interventions. Discuss them in detail. **7**
  - (b) Explain the characteristics of an effective team. **7**

**OR**

- (a) What are the various results to be expected for different OD interventions ? Explain each in detail.
  - (b) Discuss various team building interventions.

4. (a) Explain 'Appreciative inquiry' and 'Responsibility Charting'. 7  
(b) Describe the 'Third Party Peace making interventions' in detail. 7

**OR**

- (a) What are 'Confrontation meeting' ? What are the steps involved in confrontation meeting ?  
(b) Write a note on 'Grid Organization development.
5. (a) Discuss the different types of 'Structural interventions' with examples. 7  
(b) Define 'Power'. Discuss the role of power and politics in the practice of OD. 7
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