

Total No. of Questions – 10]
(2062)

[Total Pages : 3

9624

M.B.A. (IInd Semester) Examination

**ORGANIZATIONAL EFFECTIVENESS, CHANGE
AND ORGANIZATIONAL DEVELOPMENT**

Paper-201

Time : Three Hours] [Maximum Marks : { Regular : 60
ICDEOL : 70

The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary/continuation sheet will be issued.

Note : Attempt *five* questions in all, selecting *one* question from each unit. All questions carry equal marks.

UNIT-I

1. Explain how organizational culture is formed? Discuss the process of socialization. 12(14)
2. Who can be a change agent in organization? Elucidate the role and skills of a change agent. 12(14)

UNIT-II

3. What is organizational effectiveness? Discuss different approaches of organizational effectiveness. 12(14)
4. Define the term "organizational diagnosis". What are different methods of organizational diagnosis? 12(14)

UNIT-III

5. "Organizational development is about enhancing congruence between organizational structure, processes, strategy, people and culture". Justify the statement and explain the characteristics of organizational development. 12(14)
6. Elucidate different steps involved in the process of action research. 12(14)

UNIT-IV

7. What do you understand by transactional analysis? Explain transactional analysis as an OD intervention. 12(14)
8. Write short notes on the following :
 - (a) Career planning.
 - (b) Organizational mirroring. 12(14)

UNIT-V

9. Explain how MBO approach can be implemented as an OD intervention in any organization? 12(14)
10. Write short notes on the following :
- (a) Team building.
 - (b) Likert's four management systems. 12(14)
-