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Register Number :

7023

Name of the Candidate :

M.B.A. DEGREE EXAMINATION MAY 2014.**(FIRST YEAR)****(BUSINESS APPLICATION)****150 — ORGANIZATION DEVELOPMENT**

Time : Three hours

Maximum : 75 marks

SECTION A

Answer any FIVE questions. (5 × 3 = 15)
All questions carry equal marks.

1. What is Organizational development?
2. Define planned change.
3. What are the determinants of perfect organizational culture?
4. Write short notes on the stages in organizational life cycle.
5. What is the role of organizational development consultant?
6. State the purpose of team building.
7. What is the importance of behavioral science in organizational development?
8. Briefly write on the ethical standard in organizational development.

SECTION B

Answer any THREE questions. (3 × 10 = 30)
All questions carry equal marks.

9. Explain the phase of organizational development program.
10. Define organizational culture. What are the components involved in understanding culture?
11. Discuss the modern methods of performance appraisal.

12. Explain in detail about evolutionary and revolutionary change. Discuss the merits and demerits involved in the change.
13. Discuss the technological impact on organizational development. Explain the importance, success and failures in organizational development.

SECTION C

Answer any ONE questions.

(1 × 15 = 15)

14. Discuss the role of power and politics in the practice of organizational development.
15. What steps are needed to choose the right intervention?
16. Discuss how culture helps and hinders in shaping the strategy. Explain its implications for practicing managers.

SECTION D

(Compulsory)

(1 × 15 = 15)

17. Mr. Varma is the general manager of Jacob Pvt. Ltd. Co. one fine morning lie heard a noise in the factory premises. After probing into the matter lie came to know that his subordinate Mr. Menon had locked- horns with a supervisor who had not completed a task assigned to him by Mr. Menon. He was very angry and was shouting at the supervisor. The supervisor was also very much perturbed as he had worked hard to complete the job assigned to him by Mr. Varma two days back. Mr. Menon warned the supervisor that his promotion may be with held. The supervisor said that it was not his fault as he was busy doing the work assigned by Mr. Varma.

Questions:

- (a) What are the main issues involved in the above case? Discuss.
 - (b) Which principal of management has been violated in this case? Discuss.
 - (c) What according to you should be the solution to such problems?
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