

**FACULTY OF MANAGEMENT****M.B.A. III Semester Examination, December 2012/January 2013****ORGANIZATIONAL DEVELOPMENT Course No. 3.5.2 (HR) Elective – II (HRM)****(Minor – I Area)**

Time : 3 Hours

Max. Marks : 80

**SECTION – A**

I. 1) Write short notes :

**(10×2=20 Marks)**

- a) Assumptions of OD
- b) Relevance of OD
- c) Action Research
- d) Empowerment of teams
- e) Consultant-client Relationship
- f) Six Box Model
- g) T-Groups
- h) Confrontation
- i) Organisational learning
- j) Culture change.

**SECTION – B**II. Answer **all** questions using internal choice :**(5×12=60 Marks)**

2) a) What do you understand by organisational Development ? Briefly explain the evolution and growth of organisational development.

**OR**

b) Outline the important characteristics of organisational development.

3) a) Examine the need for team work in a large-scale organisation. What factors are motivating Team work ?

**OR**

b) What is planned change ? What are the different models of planned change ?

4) a) What do you mean by an intervention strategy ? Explain the process involved in implementation of intervention strategy.

**OR**

b) Examine the nature and classification of OD interventions.

5) a) What is meant by Team Intervention ? What are the techniques of team interventions ?

**OR**

b) Are inter-group relations compulsory in a large scale organisation ? What factors are responsible for improving inter-group relations ?

6) a) Examine the role of quality circles in a large scale organisation.

**OR**

b) What are the problems involved in Restructuring the organisation ?

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**FACULTY OF MANAGEMENT****M.B.A. III Semester Examination, Dec. 2012/Jan. 2013**

**Course No. 3.5.3 (HR) LEADERSHIP AND CHANGE MANAGEMENT Elective – III (HRM)**  
**(Minor – II Area)**

Time: 3 Hours

Max. Marks: 80

**SECTION – A**

I. Write short notes on the following :

**(10× 2=20 Marks)**

- 1) a) Types of personality.  
b) Social Responsibility of a leader  
c) Leadership Development  
d) Resource Dependence  
e) Proactive change  
f) Hopson's change curve  
g) Organisational change matrix  
h) Change spectrum  
i) Change Mapping  
j) Johari window.

**SECTION – B**II. Answer **all** questions.**(5×12=60 Marks)**

- 2) a) What are the characteristics of a successful leader ? Briefly write about leadership styles.

**OR**

- b) What is meant by personality ? Briefly write about five factor model of personality.

- 3) a) Write in detail situational and integrative approaches to leadership.

**OR**

- b) What is self-leadership ? What are the perspectives of self-leadership ?

- 4) a) What is Resistance to change ? How can it be dealt with ? Write briefly the methods available.

**OR**

- b) What do you understand by 'planned change' ? Discuss about five stages of planned change.

- 5) a) Write in detail about Gestalt's change cycle.

**OR**

- b) What are the different types of individuals and groups ?

- 6) a) Discuss in detail about Dumphy contingency model of change.

**OR**

- b) What are the contents of Kotter's and step change model ?

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