

FACULTY OF MANAGEMENT**M.B.A. III-Semester Examination, May / June 2016****Subject: Organizational Development****Course No : 3.5.2. (HR)****Elective – HRM****Time : 3 Hours****Max. Marks: 80****Note: Answer ALL the questions.****Part – A (10x2=20 Marks)****(Short Answer Type)**

- 1 Write short notes on the following.
 - (a) Concept of OD
 - (b) Team work
 - (c) History of OD
 - (d) Self designing organization
 - (e) Action component
 - (f) T-Groups
 - (g) Force field analysis
 - (h) TQM
 - (i) Re-engineering
 - (j) Employee empowerment

Part – B (5x12=60 Marks)**(Essay Answer Type)**

- 2 (a) Discuss about beliefs in organizational development.
OR
(b) Write about relevance of OD in the present context.
- 3 (a) Give an overview on parallel learning structures.
OR
(b) Describe Action Research as a process.
- 4 (a) Give a classification of OD interventions.
OR
(b) Outline the conditions for optimal success of OD.
- 5 (a) Describe the need and significance of organizational confrontation.
OR
(b) Briefly explain about broad team building interventions.
- 6 (a) Explain about approaches to work design.
OR
(b) Outline the features of Organizational Transformation.

FACULTY OF MANAGEMENT

M.B.A. III-Semester Examination, May / June 2016

Subject: Leadership and Change Management

Course No : 3.5.3 (HR)

Elective – HRM

Time : 3 Hours

Max. Marks: 80

Note: Answer ALL the questions.

**Part – A (10x2=20 Marks)
(Short Answer Type)**

- 1 Write short notes on the following.
- (a) Withdrawing style of leadership
 - (b) Traits of leadership
 - (c) LPC model
 - (d) Population Ecology
 - (e) Planned change
 - (f) Redundancy
 - (g) Change drivers
 - (h) Dynamic change
 - (i) Blind spot
 - (j) Johari Window

**Part – B (5x12=60 Marks)
(Essay Answer Type)**

- 2 (a) Explain about skills and effective behaviours of leadership.
OR
(b) Discuss about the framework for analysis of international leaders.
- 3 (a) Write about various approaches to leadership.
OR
(b) Critically examine the Leader – Member exchange theory.
- 4 (a) Explain about reactive and proactive change paths.
OR
(b) Discuss about Virginia Satir change Model.
- 5 (a) Write a note on drivers and tracers of change.
OR
(b) Examine about Beckhard's change formula.
- 6 (a) Outline the merits and limitations of Scenario analysis in the context of change management.
OR
(b) Explain about importance of Tony Buzan's mind maps.
