

2007

Subject Code—7425-X

M.B.A. EXAMINATION

(Fourth Semester)

(Re-appear)

(3 Years—Old Scheme)

OBH-413/505

**ORGANISATION CHANGE AND INTERVENTION
STRATEGIES**

Time : 3 Hours

Maximum Marks : 70

Note : Attempt any *Five* questions. All questions carry equal marks.

1. Explain the major external and internal forces for change in organisations.
2. "Resistance to change is an irrational response." Do you agree or disagree ? Explain. How does Lewin's three step model of change deal with resistance to change ? Discuss.

(1-18)

P.T.O.

3. "OD is a systematic application of behavioural science knowledge to the planned development and reinforcement of organisational strategies, structures and processes for improvement of an organisation's effectiveness." Discuss with examples.
4. What intervention strategies can be used in an OD programme ? Explain the Blake and Mouton grid training strategy as a means of implementing OD.
5. What are different OD activities ? Discuss OD for work teams and inter-group relations.
6. What do you mean by ethics in OD ? Discuss the ethical values that an OD professional in particular, and an organisation in general should observe.
7. How can an OD programme be evaluated ? Also bring out the future of OD in Indian Organisations.

8. Write notes on the following :

- (a) Transactional Analysis
- (b) Problem Diagnosis.