630/633/636 (OD/APS/FIT)

[19HRGPKAC-D6S19M]

BBA 6th Semester Exam., 2019 (S)

ORGANIZATIONAL DEVELOPMENT

[BBA (S6) 22 (HRM)]

(Optional)

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer the following questions : 1×8=8

(a) Define organizational development.

(b) Define third-wave consulting.

(c) Define natural work team.

(d) State the function of organizational consultant.

(e) Define acquisition.

(f) What is action research?

(g) What is coaching method of training?

(h) What is client system?

2. Answer the following questions (each within *50* words) : 2×8=16

(a) What is meant by planned change?

(b) Define sensitivity training.

(c) State two objectives of organizational development.

(d) Define HRD audit.

(e) What is meant by OD intervention?

(f) What is diagnosis process?

(g) What is meant by diagnostic skill?

(h) State the role of leadership of an organization in the process of OD intervention.

3. Answer any *five* from the following questions (each in around *100* words) : 4×5=20

(a) Discuss the six-box model of OD.

(b) Discuss the normative goals of OD.

(c) Discuss the intergroup OD intervention process.

(d) Discuss the importance of teams in OD process.

(e) Discuss the steps in career life planning.

(f) Discuss the factors that need to be considered before selecting an OD intervention technique.

4. Answer any *two* from the following questions (each in around *300* words) : 8×2=16

(a) Discuss the implications of OD values and assumptions.

(b) Discuss the phases of action research model.

(c) Discuss the behavioural modelling as a training technique.

5. Answer any *two* from the following questions (each in around *400* words) : 10×2=20

(a) Discuss the methods of team OD intervention.

(b) Discuss the future challenges in the process of OD.

(c) Discuss the different models of consultant-client relationship.