**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2021**

**DHR 204: ORGANISATIONAL CHANGE AND DEVELOPMENT**

Time: **3 Hours**  Total Marks: **70**

*The figures in the right-hand margin indicate marks for the individual question.*

-------------------------------------------------------------------------------------------------------------------

1. Choose the correct answer: 1x3=3

1. Quality Circle is basically an idea based on-
2. American Synthesis on Japanese Idea
3. Japanese Synthesis of American Idea
4. German Synthesis on Japanese Idea
5. American Synthesis on German Idea
6. Cultural intervention concentrates on-
7. Traditions
8. Precedents
9. Practices
10. All of the above
11. 'Moving stage' in Lewin's organizational change process considers-
12. mobilize commitment
13. consolidation of gains
14. monitoring and assessing programs
15. reinforcement of new programs

2. Answer **any six** of the following: 2x6=12

1. What is organizational development?
2. Explain the features of organizational change.
3. What is action research?
4. What is organizational culture?
5. Define MBO.
6. What is evaluation feedback?
7. What is cultural intervention?

3. Answer **any five** of the following: 5x5=25

1. What are the different types of changes? Explain
2. Write a note on open system planning model?
3. Explain the process of change.
4. Explain the OD process.

**P.T.O.**

**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 2021**

**DHR 204: ORGANISATIONAL CHANGE AND DEVELOPMENT**

Time: **3 Hours** Total Marks: **70**

*The figures in the right-hand margin indicate marks for the individual question.*

-------------------------------------------------------------------------------------------------------------------

1. Choose the correct answer: 1x3=3

1. Quality Circle is basically an idea based on-
2. American Synthesis on Japanese Idea
3. Japanese Synthesis of American Idea
4. German Synthesis on Japanese Idea
5. American Synthesis on German Idea
6. Cultural intervention concentrates on-
7. Traditions
8. Precedents
9. Practices
10. All of the above
11. 'Moving stage' in Lewin's organizational change process considers-
12. mobilize commitment
13. consolidation of gains
14. monitoring and assessing programs
15. reinforcement of new programs

2. Answer **any six** of the following: 2x6=12

1. What is organizational development?
2. Explain the features of organizational change.
3. What is action research?
4. What is organizational culture?
5. Define MBO.
6. What is evaluation feedback?
7. What is cultural intervention?

3. Answer **any five** of the following: 5x5=25

1. What are the different types of changes? Explain
2. Write a note on open system planning model?
3. Explain the process of change.
4. Explain the OD process.

**P.T.O.**

1. What is survey feedback approach?
2. What is structural intervention?
3. What is team intervention?

4. Answer **any three** of the following: 3x10=30

1. Which type of change is best in an organisation? Explain.
2. Explain ‘six box model’ in detail.
3. Why is action planning required in an organization?
4. Explain the concept of ‘sharp image model’ with examples.
5. Briefly describe the trends and future perspectives of OD interventions.
6. What are the responsibilities of a team leader in O.D? Elucidate.

\*\*\*

1. What is survey feedback approach?
2. What is structural intervention?
3. What is team intervention?

4. Answer **any three** of the following: 3x10=30

1. Which type of change is best in an organisation? Explain.
2. Explain ‘six box model’ in detail.
3. Why is action planning required in an organization?
4. Explain the concept of ‘sharp image model’ with examples.
5. Briefly describe the trends and future perspectives of OD interventions.
6. What are the responsibilities of a team leader in O.D? Elucidate.

\*\*\*