

**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

**December, 2021**

**MPCE-033 : ORGANISATIONAL DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

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**Note : All sections are compulsory.**

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**SECTION A**

*Answer any **two** of the following questions in about 450 words each :*

*2×10=20*

1. Define organisational development and discuss its characteristics. 3+7
2. Describe benefits, process and techniques for empowerment. 10
3. Explain any two models of change. 5+5=10
4. Explain the concept of mentoring. Describe commonly used techniques by mentors. 3+7=10

## SECTION B

Answer any **four** of the following questions in about 250 words each :

4×6=24

5. Elucidate Job Design. 6
6. Describe the concept of team. What are the various stages of team development? 2+4
7. Discuss the features of parallel learning structures. 6
8. Describe the phases of diagnosis in organisational development. 6
9. Elucidate appreciative inquiry and survey feedback as OD intervention methods. 3+3

## SECTION C

Write short notes on any **two** of the following in about  
100 words each :

2×3=6

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|--|---|
| 10. Power-coercive approach as a strategy to overcome resistance to change | 3 |
| 11. Programme Evaluation   | 3 |
| 12. Force Field Analysis   | 3 |
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