

M.A. IN PSYCHOLOGY (MAPC)

Term-End Examination

June, 2013

MPCE-033 : ORGANISATIONAL DEVELOPMENT

Time : 2 hours

Maximum Marks : 50

- Note :** (i) Answer *any five* questions.
(ii) All questions carry *equal marks*.
(iii) Answer each question in about **500 words**.

1. Discuss critically organisational development and organisational change. 10
2. Define first order change and discuss job design as one of the elements of first order change. 2+8=10
3. "Participation can be used as a strategy in an organisation to increase motivation ,morale and productivity of employees ". Discuss. 10
4. Discuss the concept of 'Team' and describe various measures that can be adopted by an organisation to develop high performing team. 2+8=10
5. Discuss how parallel learning structures can be used to enhance organisational learning. 10

6. Explain various measures for carrying out diagnosis in an organisation. Explain which is the most important purpose of diagnosis according to you. 4+6=10
7. Elucidate the concept of programme evaluation and discuss its stages. 5+5=10
8. Elucidate and explain the most important issues while selecting organizational development intervention activities. 10
9. Describe classification of organisational development interventions based on target groups. 10
10. Write short notes on *any two* : 5+5=10
- (a) Motivation
 - (b) Coaching and Counselling
 - (c) Empowerment
-