

00631

MASTER OF ARTS (PSYCHOLOGY)

Term-End Examination

June, 2017

MPCE-033 : ORGANISATIONAL DEVELOPMENT

Time : 2 hours

Maximum Marks : 50

Note : All sections are compulsory.

SECTION - A

Answer **any two** of the following questions in
about **450** words each : 2x10=20

1. Define Job design. Distinguish between 2+8
engineering approach and job characteristics
approach of job design.
2. Describe the benefits of empowerment. Discuss
the determinants and techniques of
empowerment. 2+4+4
3. Discuss the concept of change. Describe 4+6
preparations required before implementing
change.
4. Describe various strategies for motivating 10
employees.

SECTION - B

Answer **any four** of the following questions in about **250** words each : 4x6=24

5. Differentiate between first order and second order change in organizational development. 6
6. Discuss the concept of participative management and discuss its benefits to organizations. 6
7. Describe the measures to develop high performing teams. 6
8. Explain the concept of the normative re-educative strategy for change. Discuss the sub-strategies for normative re-education strategies. 3+3
9. Define programme evaluation. Explain Donald Kirkpatrick model of evaluation of learning/training. 2+4

SECTION - C

Write short notes on **any two** of the following questions in about **100** words each : 2x3=6

10. Multinational orientation. 3
 11. Cultural analysis. 3
 12. Behaviour modelling. 3
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