

M.A. IN PSYCHOLOGY (MAPC)

Term-End Examination

December, 2013

MPCE-033 : ORGANISATIONAL DEVELOPMENT

Time : 2 hours

Maximum Marks : 50

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- Note :** (i) Answer *any five* questions.
(ii) All questions carry *equal marks*.
(iii) Answer each question in about *500 words*.
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1. Define Organisational development and discuss in detail organisational development as ongoing interactive and continuous process. **4+6=10**

2. Compare and analyse the first order and second order change in organisational development. **10**

3. Critically analyse empowerment as a strategy for organisational development. **10**

4. Discuss various problems that may be faced by a team during the four stages of team development. **10**

5. "Power - coercive approach is the most effective approach or strategy to overcome resistance to change". Discuss. **10**

6. Define change and explain the precautions to be taken before implementing change in an organisation. **4+6=10**
7. Critically analyse Donald Kirkpatrick Model and Jack Philip ROI Model of programme evaluation. **10**
8. Elucidate interventions related to Total Organisations. **10**
9. Compare and analyse coaching and mentoring as human process interventions in organisations. **10**
10. Write short notes on **any two** of the following :
(a) Total Quality Management **5+5=10**
(b) Participation
(c) Concept of Diagnosis.
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