

**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

00728

June, 2015

**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  
500 words each :*

*2×10=20*

1. Define organisational development. Discuss the characteristics of organisational development. 3+7
2. Describe the stages of team development. Discuss the problems affecting team work. 4+6
3. Discuss the concept of change. Explain the preparation that needs to be carried out before implementing change. 4+6
4. Discuss survey feedback and appreciative inquiry as interventions related to total organisational change. 5+5

## SECTION B

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

4×6=24

5. Describe multinational orientation with respect to Organisations worldwide. 6
6. Discuss the techniques for empowering employees. 6
7. Elucidate the coercive power approach strategy to overcome resistance to change. 6
8. Discuss the significance of diagnosis in the Organisations Development process. 6
9. Examine Burke and Litwin's model of organisational change. 6

## SECTION C

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

2×3=6

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| 10. First Order Change in Organisational Development | 3 |
| 11. Mentoring  | 3 |
| 12. Cultural Analysis                                | 3 |
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