

**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

**December, 2017**

**MPCE-033 : ORGANISATIONAL DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

*Note : All questions are compulsory.*

**SECTION - A**

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

1. Define First Order Change. Describe Action Research. **3+7**
2. Explain team work and discuss various problems affecting team work. **3+7**
3. Describe Lewin's Change model and Marvin Weisberg's Six Box model. **5+5**
4. Discuss classification of organisational interventions based on target groups. **10**

**SECTION - B**

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

5. Explain the concept of organisational change. **6**
6. Discuss the significance and strengths of process consultation. **6**

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7. Define participation. Discuss the benefits of participation. **2+4**
8. Discuss the meaning and purposes of diagnosis in organizational development. **2+4**
9. Explain the concept of T-group. Discuss the characteristics of organisational development programme. **2+4**

### SECTION - C

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

10. Features of parallel learning structures. **3**
  11. Return on Investment model. **3**
  12. Executive coaching. **3**
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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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**MPCE-033 : ORGANISATIONAL DEVELOPMENT**

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*Maximum Marks : 50*

*Note : All sections are compulsory.*

**SECTION - A**

Answer **any two** of the following questions in  
about **500** words each : **2x10=20**

1. Discuss the elements of first order change in organisational development. **10**
2. Discuss in detail the normative re-educative strategy for change. **10**
3. Explain the concept of change. Discuss preparation before implementing change. **5+5**
4. Describe interventions related to total organisations. **10**

**SECTION - B**

Answer **any four** of the following questions in  
about **300** words each : **4x6=24**

5. Discuss the significance of organisational development. **6**

6. Describe the benefits of participation and empowerment. 3+3
7. Define Team. Discuss the stages of team development. 2+4
8. Explain Kotter's Eight Step Plan for implementation of change. 6
9. Describe major families of organisational development intervention activities. 6

### SECTION - C

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

10. Parallel Learning Structures. 3
  11. Programme Evaluation. 3
  12. Mentoring 3
- 



**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

**December, 2016**

00043

**MPCE-033(S) : 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 : 2×10=20*

1. What is a job design ? Discuss the various approaches of job design. 2+8
2. Discuss the elements and features of parallel learning structures. 5+5
3. Discuss the process of organisational development. 10
4. Define empowerment. What are the characteristics and benefits of empowerment ? 2+4+4

**SECTION B**

Answer any **four** of the following questions in about 250 words each : 4×6=24

5. What are the basic components of organisational development process as mentioned by French and Bell ? 6
6. Discuss the various aspects that need to be taken care of before implementing change in organisations. 6
7. Discuss the different organisational interventions that involve skill development. 6
8. Explain the steps involved in designing interventional strategy. 6
9. What are the different programmes for promoting participation among organisational employees ? 6

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**SECTION C**

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

**2×3=6**

- |   |          |
|---|----------|
| <b>10. Team Building</b>                      | <b>3</b> |
| <b>11. Strategies of Programme Evaluation</b> | <b>3</b> |
| <b>12. Six-Box Model</b>                      | <b>3</b> |
- 

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**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

**June, 2016**

**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 : **2×10=20**

1. Define Organisational Development. Describe the nature of organisational development. **3+7**
2. Explain the concept of Parallel Learning Structures. Discuss its features. **5+5**
3. Define Diagnosis and explain its phases. **3+7**
4. Define effective interventions. Discuss the steps in designing the intervention strategy. **3+7**

**SECTION - B**

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

5. Discuss the major theories of action research. 6
6. Describe the role of managers in participation and empowerment. 6
7. Define Team Work. Describe the problems **2+4** affecting team work. 2+4
8. Explain Greiner's model of change. 6
9. Describe the strategies used for motivating employees. 6

**SECTION - C**

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

10. Values 3
11. Behaviour modelling 3
12. Second order change in organisational development. 3



No. of Printed Pages : 3

MPCE-033

**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

**December, 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. Describe the various definitions of organisational development. Discuss the goals of organisational development. 5+5
2. What are the five core areas of organisational learning ? Discuss the features of parallel learning structures. 5+5
3. Discuss the concept of programme evaluation. Describe the various types of evaluation. 5+5
4. What is mentoring ? Discuss the techniques commonly used by mentors. 3+7

## SECTION B

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

4×6=24

5. Describe global orientation. 6
6. Examine the various programmes that can be used to promote participation. 6
7. Define team. Discuss the various types of teams. 2+4
8. Explain the factors that impact the success of organisational development interventions. 6
9. Elucidate Kotter's Eight Step Model for implementing organisational change. 6

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**SECTION C**

Write short notes on any **two** of the following questions in about 100 words each : 2×3=6

- |                               |   |
|-------------------------------|---|
| 10. Second Order Change in OD | 3 |
| 11. Executive Coaching        | 3 |
| 12. Management by Objectives  | 3 |
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No. of Printed Pages : 3

MPCE-033

**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 :*

$2 \times 10 = 20$

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 Organizational Development 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 Organizational Development process. 6
9. Examine Burke and Litwin's model of organizational change. 6

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**SECTION C**

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

2×3=6

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

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**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**December, 2014**

**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 in detail the relevance of values and organisational culture in organisational development. **10**
  2. Explain the characteristics of organisational development. Which is the most significant characteristic according to you ? Give reason. **6+4=10**
  3. Define Action Research and critically analyze theories of action research. **3+7=10**
  4. Comparatively analyze the terms participation and empowerment. **10**
  5. Discuss in detail the term 'team' and highlight ways of creating high performing team. **4+6=10**

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6. Describe resistance to change and highlight various strategies to overcome resistance to change. **3+7=10**
  
  7. Define Diagnoses and explain its purposes. **3+7=10**
  
  8. Critically analyze any two models of programme evaluation. **10**
  
  9. Discuss in detail steps in designing an intervention strategy. **10**
  
  10. Differentiate between coaching and mentoring. **10**
- 

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**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**June, 2014**

01372

**MPCE-033 : ORGANISATIONAL DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

*Note : Attempt any five questions. All questions carry equal marks. Answer each question in not more than 500 words.*

1. Differentiate between organisational development and organisational change. 10
2. Discuss the process of organisational development. Which component of organisational development process is the most significant according to you ? Give reason. 6+4
3. Describe Job Design and critically analyze any two approaches to job design. 3+7
4. Critically analyze the role of a manager in participation and empowerment. 10
5. Define team-work and highlight the problems affecting team-work. 4+6
6. Describe organisational learning and explain the various strategies of organisational learning. 3+7

7. Describe the term 'Diagnosis' and discuss in detail the phases of diagnosis. 3+7
  8. Critically analyze any two models of change. 10
  9. Discuss in detail factors that impact the success of organisational development interventions. 10
  10. Differentiate between information based interventions and design based interventions. 10
- 



**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**December, 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. 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.
- 



**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



00704

M.A. IN PSYCHOLOGY (MAPC)

Term-End Examination

December, 2012

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. Define Organisational Development and discuss its nature. 10
2. Discuss in detail the term 'Action Research'. 10
3. Highlight various programmes that can be used to promote participation in an organisation. 10
4. Discuss parallel learning structures and highlight the characteristic features. 10
5. Define organisational change. What are the strategies for overcoming resistance to change ? 10

6. Discuss "Selection and design of interventions" as one of the stages of organisational development. 10
  7. How is initial diagnosis relevant for organisational development? 10
  8. Define and describe the different types of programme evaluation. 10
  9. Discuss the interventions related to total organisation. 10
  10. Describe in detail coaching and counselling in the context of organisations. 10
- 



**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**June, 2012**

00722

**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. Define organisational development and explain its relevance. 10
2. Elucidate participative management. 10
3. Discuss the role of managers in participation and empowerment. 10
4. Elucidate the concept of organisational learning and highlight its strategies. 10
5. Discuss the normative re-educative strategy for organisational change. 10

6. What is 'initial diagnosis' ? Discuss this in the context of stages in organisational development. 10
  7. Describe any two models of organisational change. 10
  8. Define programme evaluation. Discuss any two models of programme evaluation. 10
  9. Discuss the classification of organisational interventions based on target groups. 10
  10. Define mentoring. Elucidate the characteristic features of mentoring. 10
- 

