MPCE-033

Organizational
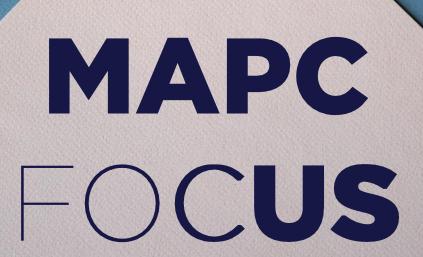Development

MAPC
FOCUS

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Please note that these are

MUST READ TOPICS

and

NOT THE ONLY READ Topics

Also, the Guesses are

not expected to be exact

I used my logic of analysis

and you can

follow it at your discretion

Just one request....kindly don't ask for
any clarification regarding this document
Please use it as per your understanding
Thank you!!

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ORGANIZATIONAL DEVELOPMENT
MPCE - 033

Year	Block 1	Block 2	Block 3	Block 4
June 15	10,6,3	10,6,6	10,6,6	10,3,3
	24%	28%	28%	20%
Dec 15	10,6	10,6,6	10,6,3	10,6,3,3
	20%	28%	24%	28%
June 16	10,6,3,3	10,6,6	10,6	10,6,3
	28%	28%	20%	24%
Dec 16	10,6	10,6,6	10,6,3	10,6,3,3
	20%	28%	24%	28%
Dec 16(s)	10,6	10,10,6	10,6,3,3,3	6,6
	20%	33%	32%	15%
June 17	10,6,6,3	10,6,6	10,6	10,3,3
	32%	28%	20%	20%
Dec 17	10,6,6	10,6,6,3	10,6,3	10,3
	28%	32%	24%	16%
June 18	10,6,3	10,10,6,6,3	10,3	6,6
	24%	44%	16%	15%

1st Priority		2nd Priority		3rd Priority	
Block	Unit	Block	Unit	Block	Unit
1	4	1	2	1	1,3
2	1,2	2	3,4	2	**
3	3	3	**	3	1,2,4
4	4	4	3	4	1,2
51% of Questions		27% of Questions		22% of Questions	
41 Marks		21 Marks		17 Marks	

It has been observed that Block 2 is the most important as more than 1/3 questions in the exam comes from these only, so you should not miss this Block at any cost

Block 1, Unit 4 and Block 3, Unit 3 are the most important as approx. 25% questions in the exam were from these unit only

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Block-1 Introduction of Organisational Development

Unit 1 – Definition and Introduction to Organisational Development

- Organisational Development
- Definitions of Organisational Development
- Goals of Organisational Development
- Importance of Organisation Development

Unit 2 - Foundations of Organisational Development

- Organisational Development Process
- Values

Unit 3 - Conceptual Framework of Organisational Development

- Global Orientation
- Multinational Orientation

Unit 4 - First Order and Second Order Change in Organisational Development

- **Action Research**
- **Team Building**
- **Process consultation**
- **The Survey Feedback Process**
- **Job Design**
- **The Job Characteristic Approach**
- **Second Order Change in Organisational Development**

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Block-2 Assumption, Beliefs and Values in Organisational Development
Unit 1 - Participation and Empowerment
- Participation   - Benefits of Participation   - Programmes to Promote Participation   - Empowerment   - Benefits of Empowerment   - Determinants of Empowerment   - Characteristics of Empowered Organisation   - Techniques for Empowerment   - Role of Managers in Participation and Empowerment
Unit 2 - Team and Teamwork
- Team   - Types of Team   - Creating high performance team
Unit 3 - Parallel Learning Structures
- Parallel Learning Structures   - Features of Parallel Learning Structures
Unit 4 - A Normative Re-Educative Strategy For Change
- Organisational Change   - Resistance to Change   - Strategies to Overcome Resistance to Change   - Normative Re- educative Strategy for Change

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Block-3 Analysing and Managing the OD Process
Unit 1 - Components of Organisational Development (OD) Process
• The Process of Organisational Development
Unit 2 - Diagnosing the System, Subunits and Process
• Phases of Diagnosis • Marvin Weisbord's 'Six Boxes Model'
Unit 3 - Models for Managing Change
• **The Concept of Change** • **Preparation before Implementing Change** • **Resistance to Change** • **Strategies for Change** • **Kotter's Eight Step Plan for Implementation of Change** • **Marvin Weisberg "Six Box Model"** • **Greiner's Model** • **Burke and Litwik Model of Organisation Change**
Unit 4 - Programme Evaluation Process in Organisational Development
• Definition and Concept of Programme Evaluation • Types of Evaluation • Donald Kirkpatrick Model • Jack Philip ROI Model

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Block-4 OD Interventions
Unit 1 - Definition, Factors to be Considered, Nature and Classification of OD Interventions
• Definition and Concept of OD Interventions • Major "Families" of OD Intervention Activities
Unit 2 - Selection and Organising of Intervention Activities
• Factors that Impact the Success of OD Interventions • Definition of Effective Interventions • Steps in Designing the Intervention Strategy
Unit 3 - Typology of Interventions Based on Target Groups
• Interventions Related To Total Organisations (15 points)
Unit 4 - Human Process Interventions: Individual Group and Inter-Group, Coaching, Counseling, Training, Behavioural Modeling, Mentoring, Motivating Etc
• Characteristics of OD Programme • Individuals and the OD Programme • Education in Decision Making, Problem Solving, Planning, Goal Setting in • Coaching and Counseling • Mentoring • Motivation