MAPC FOCUS

033
Organizational Development

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MUST READ for Dec 2019 Exam

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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Success Rate of MAPC Focus for Dec 18 Exam			
With Options		Without Option	
Out of 79 Marks		Out of 50 Marks	
Marks	Percentage	Marks	Percentage
65	82%	44	88%

Success Rate of MAPC Focus for June 19 Exam	
Without Option (Out of 50 Marks)	
Marks	Percentage
50	100%

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MPCE – 033-ORGANIZATIONAL DEVELOPMENT

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%
Dec 18	6,3	10,6,6,3	10,6,3	10,10,6
	11%	32%	24%	33%
June 19	10,6,6	10,6,3	10,6	10,6,3,3
	28%	24%	20%	28%

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	4	3	1,2
4	3,4	4	**	4	1,2
59% of Questions		23% of Questions		18% of Questions	
47 Marks		18 Marks		14 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
- Importance of Organisation Development

Unit 2 - Foundations of Organisational Development

- Nature of Organisational Development
- Characteristics 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

- **First Order Change in Organisational Development**
- **Action Research**
- **Major Theories of Action Research**
- **Team Building**
- **The Job Characteristic Approach**
- **Participative Management**
- **Benefits of Participative Management**
- **Second Order Change in Organisational Development**

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Block-2 Assumption, Beliefs and Values in Organisational Development

Unit 1 - Participation and Empowerment

- Benefits of 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

- Types of Team
- Team Activities
- Creating high performance team
- Teamwork
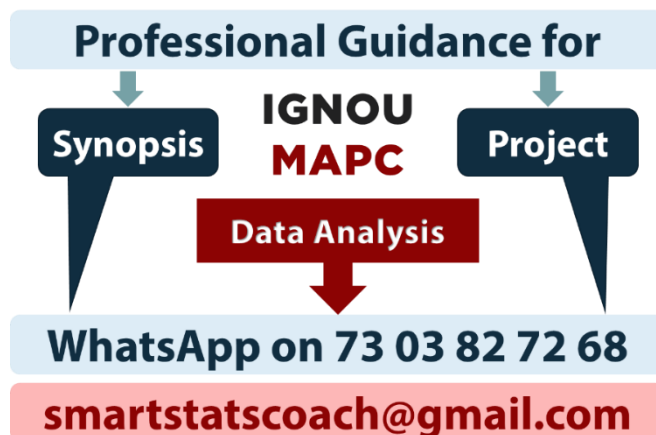- Problems Affecting Team Work

Unit 3 - Parallel Learning Structures

- Organisational Learning
- Parallel Learning Structures
- Features of Parallel Learning Structures

Unit 4 - A Normative Re-Educative Strategy For Change

- Organizational Change
- Resistance as a System Variable
- Normative Re-educative Approach
- The Power Coercive Approach
- Sub Strategies for Normative Re-educative Strategies
- 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

- Definition and Concept of Diagnosis
- Phases of Diagnosis
- Organisational Processes to be Diagnosed
- Marvin Weisbord's 'Six Boxes Model'

Unit 3 - Models for Managing Change

- **The Concept of Change**
- **Preparation before Implementing Change**
- **Resistance to Change**
- **Lewin's Change Model**
- **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
- CIRO Model

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Block-4 OD Interventions

Unit 1 - Definition, Factors to be Considered, Nature and Classification of OD Interventions

- Characteristics of OD
- Process of OD
- Definition 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

Unit 3 - Typology of Interventions Based on Target Groups

- Classification of OD 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
- Executive Coaching
- Behaviour Modelling
- Mentoring
- Motivation

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June & December

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Dec 18 Exam   **June 19 Exam**

100%   **100%**

Questions were from previous year question

papers

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