

MPEC - 033 Organizational Development

December 2020 Exam



EXAM **FOCUS**

Disclaimer

Please note that all the suggestions and observations are based on the STATISTICAL analysis of the previous year question papers. So studying only books/blocks/units/points given in this booklet may be risky, as University can change the question paper pattern and questions at any time.

Further, all marking details and patterns related to respective exam and blocks are exhibited for respective subjects so that one can easily make decisions/assumptions and follow the same for the study.

Though important books/blocks/units/points are given in this booklet but it is strongly advisable to go through the entire content provided by the University.

Please note that these are
MOST IMPORTANT TOPICS/UNITS

and

NOT THE ONLY IMPORTANT Topics/Units

Also, the Guesses are

not expected to be exact

We used our logic of analysis and you can

follow it at your discretion

Kindly don't ask for any clarification regarding this document

Please use it as per your understanding

Thank you!!

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Highest Marks	2 nd Highest Marks	3 rd Highest Marks	Lowest Mark
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Year and Month of Exam

4 Blocks of the subject.. Normally every subject is having 4 blocks or books

Year	Block 1	Block 2	Block 3	Block 4
June 15	10,3,3	10,6,6,3	10,10	6,6,6
	20%	32%	25%	23%
Dec 15	10,6,3,3	10,6	10,6,3	10,6,6
	28%	20%	24%	28%
June 16	6,6,3	10,10,10,6	6,3	10,6,3
	19%	46%	11%	24%
Dec 16	10	10,6,6,6,3	10,6	10,6,3,3
	13%	39%	20%	28%
June 17	10,6,3	10,6,6,3	10,6,3	10,6
	24%	32%	24%	20%
Dec 17	10,6,6,3,3	10,6	10,6,3	10,6
	36%	20%	24%	20%
June 18	10,6,6,3,3	10,6	10,6,3	10,6
	36%	20%	24%	20%
Dec 18	10,6,3	10,6,6,3	10,6,3	10,6
	24%	32%	24%	20%

Marks in the exam In new exam pattern...
 4 ques of 10 marks 5 ques of 6 marks
 & 3 ques of 3 marks ..are normally
 asked

Weightage of each Block
 in that respective exam

Past Performance

Important Chapters/Units

Success %						
Name of the Subject	Dec 17	June 18	Dec 18	June 19	Dec 19	June 20
Organizational Behaviour	100%	100%	94%	100%	100%	100%
Human Resource Development	94%	88%	100%	94%	96%	94%
Organizational Development	100%	88%	100%	100%	100%	100%

Past Performance

Important Topics

	Success %			
Name of the Subject	Dec 18	June 19	Dec 19	June 20
Organizational Behaviour	76%	88%	100%	86%
Human Resource Development	88%	76%	94%	82%
Organizational Development	88%	100%	90%	100%

Past Performance

Question Repeats % in Exam

	Question Repeats %			
Name of the Subject	Dec 18	June 19	Dec 19	June 20
Organizational Behaviour	76%	82%	100%	100%
Human Resource Development	76%	82%	94%	100%
Organizational Development	100%	100%	100%	100%



Delivery starts on
1st Aug 2020

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Rs 125 per Subject

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SAMPLE DATA

Deeper Analysis shows priority of Units or Chapter of respective Blocks or books

1st Priority		2nd Priority		3rd Priority	
Block	Unit/Chapter	Block	Unit/Chapter	Block	Unit/Chapter
1	4	1	1,2	1	3
2	1,3	2	2	2	4
3	3	3	1	3	2,4
4	4	4	2,3	4	1
49% of Questions		35% of Questions		16% of Questions	
39 Marks		28 Marks		13 Marks	

Should not missed these Units at any cost to PASS the exam

Should not missed these Units at any cost to PASS the exam

Can study these Units for SCORING purpose only

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%
Dec 19	10,6,3	10,6,6	10,6,6	10,3,3
	24%	28%	28%	20%
June 20	10,6,3	10,6,3	10,6,3	10,6,6
	24%	24%	24%	28%

1st Priority		2nd Priority		3rd Priority	
Block	Unit/Chapter	Block	Unit/Chapter	Block	Unit/Chapter
1	4	1	2	1	1,3
2	1,2	2	3,4	2	**
3	3	3	2,4	3	1
4	3,4	4	**	4	1,2
60% of Questions		27% of Questions		13% of Questions	
47 Marks		21 Marks		11 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

Block-1 Introduction of Organisational Development
Unit 1 - Definition and Introduction to Organisational Development
<ul style="list-style-type: none"> • Organisational Development • Definitions of Organisational Development • Goals of Organisational Development • Importance of Organisation Development
Unit 2 - Foundations of Organisational Development
<ul style="list-style-type: none"> • Characteristics of Organisational Development • Organisational Development Process • Values
Unit 3 - Conceptual Framework of Organisational Development
<ul style="list-style-type: none"> • Multinational Orientation
Unit 4 - First Order and Second Order Change in Organisational Development
<ul style="list-style-type: none"> • First Order Change in Organisational Development • Action Research • Major Theories of Action Research • Team Building • Job Design • The Job Characteristic Approach • Participative Management • Benefits of Participative Management • Second Order Change in Organisational Development • First vs second order change

Please study all sub points unless and until specified

Block-2 Assumption, Beliefs and Values in Organisational Development

Unit 1 - Participation and Empowerment

- Participation
- Benefits of Participation
- Programmes to Promote Participation
- Empowerment
- Determinants of Empowerment
- Characteristics of Empowered Organisation
- Techniques for Empowerment
- Role of Managers in Participation and Empowerment

Unit 2 - Team and Teamwork

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

Unit 3 - Parallel Learning Structures

- Stages of 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

Please study all sub points unless and until specified

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
- 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**
- **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
- Stages in Programme Evaluation
- Donald Kirkpatrick Model
- Jack Philip RoI Model

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

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

- Classification of OD Interventions Based on Target Groups
 - Parallel Learning Structures
 - MBO
 - Cultural Analysis
 - Survey Feedback
 - Appreciative Inquiry

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
- New Hire Mentorship
- Motivation

Ready Synopsis & Project

- ▶ Topic will be Ours
- ▶ It will cost Rs 5000 (Fixed Rate and No part payment)
- ▶ You need to take care of Guide (Go for Cooperative Guide)
- ▶ Synopsis within one week and Project after 6 months (before submission)
- ▶ No topic REPEATS
- ▶ Changes not allowed in ready synopsis & project
- ▶ If synopsis rejected.. Then new synopsis at no additional cost
- ▶ Synopsis and Project will be there in Word file
- ▶ Explanation of DATA ANALYSIS for VIVA
- ▶ Whatsapp on 7303827268

For **STATISTICAL DATA ANALYSIS**
of your MAPC IGNOU Research project work

send your...



- Synopsis
- Questionnaire
- Data file (Excel)

to

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You will get

- Data analysis with graphs
- Interpretation of analysis
- Standard format for writing analysis
- Explanation of analysis for viva

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*Personal visit not required for data analysis
All communication will be only through mobile & email*