

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Winter 2019 – 20 Examination

Semester: 5

Date: 27/11/2019

Subject Code: 16104302

Time: 10:30 am to 01:00 pm

Subject Name: Organizational Development

Total Marks: 60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as directed.**A) Multiple choice type questions. (Each of one mark)****(06)**

1. Most of the Organizational Development activities are based on a basic model, i.e.
 - a) interviews
 - b) data based
 - c) general method of inquiry
 - d) all of the above
2. The organizational diagnosis means
 - a) To identify strengths, weaknesses
 - b) To find out discrepancies, between vision and problem areas
 - c) Both 'A' and 'B'
 - d) None of the above
3. Quality Circle is basically an idea based on
 - a) American Synthesis on Japanese Idea
 - b) Japanese Synthesis of American Idea
 - c) German Synthesis on Japanese Idea
 - d) American Synthesis on German Idea
4. Organizational development as an intervention program is basically a _____ approach.
 - a) Top-to-Bottom
 - b) Horizontal
 - c) Bottom-to-Top
 - d) None of the above
5. MBO programme consists of
 - a) Four Stages
 - b) Five Stages
 - c) Six Stages
 - d) Seven Stages
6. OD can also be called as a process _____
 - a) For performance appraisal
 - b) For change of people
 - c) For teaching people how to solve the problem
 - d) All of the above

B) Explain following terms (Each of one mark)**(06)**

1. Organizational Development
2. Questionnaire
3. Intervention
4. Career Planning
5. Summative Evaluation
6. Quality Circles

Q.2 Answer the following Questions. (Each of 04 mark)**(12)**

1. Discuss Types of Questionnaire
2. Write a note on – Action Research
3. Explain about Techno – Structural Interventions

Q.3 Answer the following Questions. (Any Three)**(18)**

1. Write a note on – Role of Management & Organisation Development Practitioners
2. Explain various types of Interview.
3. Discuss challenges faced by OD Practitioners
4. Describe different types of Evaluation.

Q.4 Answer the following Questions. (Any two)**(18)**

1. Describe process of Organisational Development.
2. Explain various techniques of Organizational Diagnosis.
3. Discuss different types of OD Interventions.