

Q.P. Code :01563

[Time: 2½ Hours]

[Marks:75]

Please check whether you have got the right question paper.

- N.B:
1. All questions are compulsory subject to internal choice
 2. Figures to the right indicate full marks
 3. Support your answer with diagrams and relevant examples.

- Q.1** Attempt **Any Two** questions: **15**
- a) Explain in brief the importance of organisational development.
 - b) Explain in detail the role of Top management in organisation Development.
 - c) Discuss Organisational Development in Global Settings.
- Q.2** Attempt **Any Two** questions: **15**
- a) What are the tools used organisational Diagnosis ?
 - b) Write a detailed note on Organisational Development and leadership Development.
 - c) What is organisational change? Explain in brief organisational life cycle.
- Q.3** Attempt **Any Two** questions: **15**
- a) Enumerate the factors that are affecting the success of organisation development intervention.
 - b) Explain in detail the Modern Techniques of organisational Development Intervention.
 - c) Write short note on:
 - i. Management Grid
 - ii. Structural Intervention
 - iii. Human Resource Intervention
- Q.4** Attempt **Any Two** questions: **15**
- a) Discuss the issue related to client relationship in organisational Development.
 - b) Elaborate your views on value conflict and dilemma.
 - c) Explain in brief the ways to enhance organisational Effectiveness.
- Q.5** Read the following case and answer the question given below: **15**

Mr. Rakesh was working in an Administration department as officer administration. He was responsible for keeping account of all the vehicles of the company apart from other arrangements including the guesthouse of the company. Mr Rakesh has been working in the company for 6 years in the same grade without promotions. He was supposed to be very honest in his job. Once the General Manager of the factory Mr Vaibhav Singh requested for the company car during office time for his personal work. Mr Rakesh refused it saying that it cannot be given during the office work as the work would suffer due to its duty to go to bank. Mr. Singh became quite upset and asked his boss Mr. Sharma to give the car. Mr Sharma (Senior Manager admin) was too happy to oblige Mr. Singh as he wanted one of his relatives to be employed as officer in the company. Hence he fired Mr. Rakesh for his disobedience and threatened to transfer him to stores if he continued to show disrespect to senior officers. Rakesh was also active member of staff union. He immediately went to the Union president and informed him about the misuse of the company car for private purpose by the general manager at the cost of the office work.

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It was decided that Rakesh would send a note in writing to Mr.Sharma asking him to approve sending the car to the house of Mr. Singh, Mr. Sharma understood the repercussions and refused to sign the approval. He lent own car to Mr Singh.

Questions :

- a) Enumerate the main features of the case.
- b) Do you feel power & Influence Tactics was used by Mr Rakesh & Mr. Sharma ? How ?
- c) What measures can the higher authorities take up to avoid cases in the organisation in future (in terms of OD intervention)?