**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING 2023)**

**DIPHRD/DHR 204: ORGANIZATIONAL CHANGE AND DEVELOPMENT**

**Time: 3 Hours Total Marks: 70**

*The figures in the right-hand margin indicate marks for the individual question.*

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1. Answer the following questions: **1x3=3**
2. Organization development focuses on \_\_\_\_\_\_\_\_ system overhaul or changes.
3. Total
4. Partial
5. Impartial
6. Quarter
7. Employee related changes may be initiated to reduce employee \_\_\_\_\_\_\_\_\_\_\_ retain talented as well as efficient employees.
8. Increase
9. Promotion
10. Attrition
11. Fear
12. MBO programme generally consists of-
13. Four stages
14. Five stages
15. Six stages
16. Seven stages
17. Answer **any six** of the following questions: **2x6=12**
18. What is management of change?
19. Define organizational development?
20. What is re-engineering?
21. What is work re-design?
22. What is transactional analysis?
23. What is team intervention?
24. What is quality circle?
25. Answer **any five** of the following questions: **5x5=25**
26. Discuss any five characteristics of organizational change.
27. What is planned and unplanned change.

**P.T.O**

1. Explain some best practices to organizational change.
2. Explain symptoms of organizational problems.
3. Explain leadership role of OD Agents.
4. How is survey feedback evaluated?
5. Explain Lewin’s model of change.
6. Answer **any three** of the following questions: **3x10=30**
7. Explain different tactics that influence organization development of any organization.
8. Explain the different process of Organization development.
9. Explain the cultural intervention that transform any Organization.
10. Discuss the role and competency of a change agent with suitable example.
11. Describe the process of overcoming resistance to change with example.
12. Explain in detail group and team development intervention.

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