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Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

**POST GRADUATE DIPLOMA IN MANAGEMENT (2022-24)
END TERM EXAMINATION (TERM -III)**

Subject Name: **Organization Development Diagnosis Interventions and Change Skills** Time: **02.00 hrs**
Sub. Code: **PGH33** Max Marks: **40**

Note:

All questions are compulsory. Section A carries 5 marks: 5 questions of 1 marks each, Section B carries 21 marks having 3 questions (with internal choice question in each) of 7 marks each and Section C carries 14 marks one Case Study having 2 questions of 7 marks each.

Kindly write the all the course outcomes as per your TLEP in the box given below:

- CO1-** Ability to understand clearly the development processes from individual level to group level
- CO2-** Learn the behavioral processes in Lab settings and learn the art and style of solving individual and group problems for effective organizations
- CO3-** Learn the use of Instruments for diagnosing individual, group and organizational level problems for integrated organization development
- CO4-** Developing change plans on the basis of the problems diagnosed and prioritized, and implementation strategies -m change plans for different interventions – human processes, technostructural, HRM, strategic change e
- CO5-** Managing change effectively by choosing change resolution strategies

<u>SECTION – A</u>		
Attempt all questions. All questions are compulsory.		1×5 = 5 Marks
Questions	CO	Bloom's Level
Q. 1 (A): What is Organization Development Q. 1 (B): Why is diagnosis important in Organization Development Q. 1 (C): What is intervention in Organization Development Q. 1 (D): Why is change skill needed for successful Organization Development Q. 1 (E): Organization Development can focus on what all issues?	CO1	L1, L2
<u>SECTION – B</u>		
All questions are compulsory (Each question have an internal choice. Attempt any one (either A or B) from the internal choice)		7 x 3 = 21 Marks
Questions	CO	Bloom's Level

<p>Q. 5: Case Study: Read the case situation carefully, introspect the few concerns in the form of questions below the narrated case incident and then answer the questions below: `The Nuclear Power Plant was at the stage of Startup. One new field operator noticed a deficiency in the fan of Boiler room cooler and spoke to the Reactor Engineer, who preferred to verify the observation throughout the first operator and spoke to the Mechanical Maintenance Engineer on phone. He felt the job was a routine one and promptly instructed a maintainer and a Welder to do the job under the guidance of the Reactor Engineer. The Maintenance Engineer further kept in touch with the control room till the job was executed. Now carefully examine this case in context of various roles played and focus on: “Indicate what would have happened in your opinion, whose error it really was, who should have detected, who would / should have promptly responded, how many agencies, levels and procedures were probably involved, etc.”</p> <p>Questions:</p> <p>Q. 5: (A). Based on few of these facts about the case, what kind of group level changes can you think of and how would you go about developing individual level Change interventions based on the existing roles played and also for some other roles important to bring high impact from the interventions proposed?</p> <p>Q. 5: (B). Based on few of these facts about the case, what kind of group level changes can you think of and how would you go about developing a Group level Change Plan?</p>	CO5	L3, L4
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Kindly fill the total marks allocated to each CO's in the table below:

Cos	Marks Allocated
CO1	5 Marks
CO2	7 Marks
CO3	7 Marks
CO4	7 Marks
CO5	14 Marks

(Please ensure the conformity of the CO wise marks allocation as per your TLEP.)

Blooms Taxonomy Levels given below for your ready reference:

- L1= Remembering**
- L2= Understanding**
- L3= Apply**
- L4= Analyze**
- L5= Evaluate**
- L6= Create**