GL BAJAJ
Institute of Management & Research, PGDM Institute
Greater Noida
F I N D Y O U R S P A R K

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306
POST GRADUATE DIPLOMA IN MANAGEMENT (2023-25)
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

SECTION – A

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):** What is Root Cause Problem Analysis? **Q. 1 (C):** What is Laboratory Training? **Q. 1 (D):** Why is the meaning of driving force of change? **Q. 1 (E):** What is a change curve?	CO1	L1, L2

SECTION – B

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
Q. 2: (A). What are the important ways that organizational problems can be diagnosed properly? Discuss the diagnosis process in detail. **Or** **Q. 2: (B).** How to identify the individual level organizational problems?	CO2	L2, L3
Q. 3: (A). Discuss the important steps of Organization Development. **Or** Q. 3: (B). What are the important group interventions of Organization Development?	CO3	L3, L4
Q. 4: (A). What are important Technostructural interventions of Organization Development? Discuss any one in detail. **Or**	CO4	L4, L5

Questions	CO	Bloom's Level
Q. 4: (B). From among the various change management resolution strategies, how will you decide about the most important strategy to effectively manage the resistance to change,		

SECTION – C

Read the case and answer the questions   **7×02 = 14 Marks**

Questions	CO	Bloom's Level
Q. 5: Case Study: Read the case situations carefully, introspect the few concerns in the form of questions below the narrated case incident and then answer the questions below: **Case 1:** **Q. 5 (A).** Job enrichment at Volvo Multi-national vehicle manufacturer Volvo wanted to reduce turnover and absences by improving working conditions for manufacturing employees. Volvo learned how to better design its facilities and workflows through job enrichment programs, such as employee work groups, job enlargement, and job rotation. Do you think, these improvements would have created a more satisfying environment for the employees? If not, what are the likely interventions that can be suggested to Volvo management? **Q. 5 (B)** 4-day work week at Homerun In 2022, Homerun, a small business hiring platform, transitioned to a 4-day work week without reducing salaries or increasing hours on the work days. Leadership believes people can work more efficiently in fewer days to maintain the same level of productivity. They also expect to boost motivation and engagement, attract great talent, and reduce burnout and turnover. Do you think that such an initiative by Homerun would prove successful? If not, what should be done about the same?	CO5	L3, L4

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