**ORGANISATION DEVELOPMENT**

**QUESTION BANK**

**UNIT –I**

1. Define Organizational Development.
2. What are the features of Organizational Development?
3. What are the Goals of Organizational Development?
4. What are the Benefit of Organizational Development?
5. Trace the history of Organization Development.
6. Enumerate Lewin’s Change Model

**UNIT -II**

1. What are the three basic components of O.D
2. State the importance of Diagnostic activities
3. What are the conditions which give rise to O.D
4. Enumerate the importance of Action Research as a process

**UNIT III**

1. How can internet tools be used for global O.D interventions
2. Don’t teams create conflicts? Isn’t conflict bad? Why then would management support the concept of teams?

**UNIT IV**

1) Trace the progress of research made in O.D

2) Enumerate the pitfalls inherent in conducting research in O.D

3) Write short note on

Meta analysis.

Organization Arrangement

Internal Validity

External Validity

**UNIT V**

1. Explain the key consideration and issues in O.D
2. Explain the Client relationships
3. Explain the contingency approach
4. Explain about the mechanistic & organic system and the contingency approach in an organization.
5. Explain about the system of future OD.

6) Narrate “Some Indian experiences in OD”

**POSSIBLE QUESTIONS FOR TESTING THE KNOWLEDGE AND UNDERSTANDING**

**Unit I 5 Marks**

1. Define OD. Write the concept, nature & scope of OD.
2. Briefly discuss about the assumptions & values.
3. Explain the Lewin’s change model.
4. What is action research model?
5. What are the different types of planned change? Explain that types.
6. How does the group dynamics will be affect the OD?
7. Give the introduction of OD practice.

**Unit I 10 Marks**

1. Discuss about the historical perspective approach of OD.
2. Elucidate “The nature of planned change”
3. Write about the theory of practice on change & changing.
4. Narrate the nature of client system.
5. How can you justify the dynamics and organizations as systems.

**Unit II 5 Marks**

1. Explain Marvin Weisboard’s six box model diagnostic frame work.
2. Write the short notes on diagnosing the system in OD.
3. What is an action component in OD?
4. How can you use the action research in OD?

**Unit II 10 Marks**

1. Discuss about the operational components of OD.
2. Discuss about the diagnostic, Action & process of maintenance components in OD.
3. Enumerate the importance of action research as a process.

**Unit III 5 Marks**

1. Write the general overview of OD intervention.
2. Describe the characteristics of effective team interventions.
3. What is the purpose of team building in OD?
4. What are the techniques to be followed in team building?
5. Explain the group process intervention.
6. How does the personal & inter personal interventions affect OD?
7. What is comprehensive intervention? Explain it.
8. Describe the structural intervention of OD.

**Unit III 10 Marks**

1. Mention all the classification of OD interventions with examples.
2. How can you discuss the team intervention will create the positive impacts in OD?
3. Elucidate “Inter group team intervention”
4. Discuss in detail about the personal, interpersonal & group process interventions.
5. Explain about the comprehensive intervention.
6. What is structural intervention? Write that importance to OD.

**Unit IV 5 Marks**

1. How can you assessing the OD?
2. Mention the few conditions of failures during the time of implementation of OD efforts.
3. List out the few conditions of success during the time of implementation of OD efforts.
4. Explain the change in organizational performance.
5. Discuss the impacts of OD.

**Unit IV 10 Marks**

1. Explain about the implementation and assessment of OD.
2. Write all the conditions for failure and success while the implementation of OD efforts.
3. Discuss about the assessment of OD and change in organizational performance.
4. Write all the impacts of OD.

**Unit V 5 Marks**

1. What is client system? How it will create the OD?
2. Illustrate the consideration in OD.
3. What are the major issues facing in OD?
4. Explain the contingency approach in an organization?
5. Explain about the mechanistic & organic system in OD.
6. What do you predicted things of future OD.

**Unit V 10 Marks**

1. Discuss about the issues in consultant – client relationship.
2. Narrate the key considerations and issues in OD.
3. Explain about the mechanistic & organic system and the contingency approach in an organization.
4. Explain about the system of future OD.
5. Narrate “ Some Indian experiences in OD”