

Exam.Code:0025  
Sub. Code: 17893

2125  
Bachelor of Business Administration  
Fifth Semester  
BBA-309: Organizational Development

Time allowed: 3 Hours

Max. Marks: 80

*NOTE: Attempt four short answer type questions from Section–A. Attempt two questions each from Section B and C respectively.*

*x-x-x*

**Section A**

- Q.1 Assumptions and Beliefs in Organizational Development
- Q.2 How do self-managed teams contribute to organizational effectiveness?
- Q.3 Why is that there are more cases of OD Interventions failures than success?
- Q.4 Why do people join teams? What are the benefits of team building to the organizations?
- Q.5 Explain the importance of values in Organizational Development.
- Q.6 XYZ Pvt. Ltd. is a mid-sized manufacturing firm has been facing problems like unclear goals, low employee motivation, poor coordination between departments, and ineffective reward systems. The management hired a consultant who suggested using Weisbord's Six Box Model to diagnose the situation.

According to the Six Box Model, identify any three boxes where XYZ Pvt. Ltd. might be facing issues and suggest how focusing on these boxes can help improve organizational performance?

(4x5)

**Section B**

- Q.7 "Organizational Development is not the panacea for all organizational evils". Examine the statement and explain the steps in Organization Development.
- Q.8 Describe Kurt Lewin's Force Field Analysis Model of change. How can it be used practically to manage change in an organization?
- Q.9 Explain the Six Box Model and describe how you would use it to diagnose an organization facing low morale and poor productivity?

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(2)

- Q.10 a) Discuss the Burke–Litwin model of organizational change. How does it differ from Lewin’s model?  
b) What are the steps to transform an organization? Illustrate with a real-world example.

**Section C**

- Q.11 What are OD interventions? Classify different intervention strategies and discuss their importance in improving organizational effectiveness.
- Q.12 “Team building improves group performance but only if done properly.” Discuss. Explain the Gestalt approach and techniques used in team building.
- Q.13 What is a Socio-Technical System? Explain its features and relevance in modern organizations.
- Q.14 “Improving Quality of Work Life requires both management and employee commitment.” Discuss the statement and objectives of quality of work life. Also suggest measures an organization can take to enhance QWL.

(4x15)

x-x-x