

**DEPARTMENT OF MANAGEMENT**  
**SCHOOL OF MANAGEMENT & BUSINESS STUDIES**  
**JAMIA HAMDARD**

Ph.D. Course Work Examination April-2022

Subject Name: **Organizational Change & Intervention Strategies** **MM: 75**  
Subject Code: **DRM-EH-01(HR)** **Time: 03Hours**

**Note: Answer any five Question, each carry equal marks.**

Q1: "Change does not occur in vacuum. There are a number of factors operating both within and outside the organisation which cause the change to take place." Discuss the relevance of this statement in light with the forces impacting the change.

Q.2: Elucidate the concept of organisational analysis and organisational diagnosis. Describe the different perspectives of organisational analysis by citing examples.

Q.3: How does the process of diagnosis help to discover problems and areas of improvement regarding organisation structure and functions?

Q.4: What is the purpose and meaning of an OD intervention? Describe any two interventions and their merits and demerits with reference to an organisation. Briefly describe the organisation you are referring to.

Q.5: What is role of external consultant in team building? How can he/she help in overcoming resistance by middle managers in this approach?

Q.6: Discuss four varieties of action research and their significance in OD process. How do you construct a questionnaire for the purpose of organisational diagnosis? Discuss this with reference to an organisation you are familiar with.

Q.7: What do you understand by Organization Development? Who is an OD Practitioner? What are his/her qualifications and characteristics? What role does he/she play in the OD process?

Q.8: Explore the advantages and disadvantages of using an internal change agent to bring about effective change in an organisation?

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