**Organizational Development**

**Basic Questions**

***Note: Answer all questions (with 300 to 400 words each) must be written within 6-8 pages. Each Question carries 10 marks 6 X 10=60***

***Q1. Explain the importance of Organizational development to managers. Describe the characteristics of Organizational Development.***

**Answer.** **Organization** **development (OD)** is a deliberately planned, organization-wide effort to increase an organization's effectiveness and/or efficiency. OD is a systemic learning and development strategy intended to change the basics of beliefs, attitudes and relevance of values, and structure of the current organization to better absorb disruptive technologies, shrinking or exploding market opportunities and ensuing challenges and chaos. It is worth

***Q2. What is meant by Organizational change? What are the various strategies for change? Explain the positive model of planned change*.**

**Answer.** **Organizational change** is a structured approach in an organization for ensuring that changes are smoothly and successfully implemented to achieve lasting benefits. In the modern business environment, organizations face rapid change like never before. With the business environment experiencing so much change, organizations must then learn to become comfortable with change as well. Therefore, the ability to manage and adapt to organizational change is an essential ability required in the workplace today.

***Q3. Define the term ‘ethical dilemma’. What are the various ethical dilemmas? Explain.***

**Answer. Ethics -** The basic concepts and fundamental principles of decent human conduct. It includes study of universal values such as the essential equality of all men and women, human or natural rights, obedience to the law of land, concern for health and safety and, increasingly, also for the natural environment.

An **ethical dilemma** is a situation that will often involve an apparent conflict between moral imperatives, in which to obey one would result in transgressing another. For instance, an ethical admonition to "love thy neighbor as thy self" is not always just in contrast with, but sometimes

***Q4. What are the two major types of human process interventions? Describe the role negotiation technique?***

**Answer. Types:**

* **Techno-Structural Interventions**
* **Human Resource Management Interventions**
* **Strategic Interventions**

**Techno-Structural Interventions**

Consultants place emphasis both on productivity and human fulfillment.

**1. Structural Design:** This change process concerns the organization’s division of labor – how to specialize task performances. Diagnostic guidelines exist to determine which structure is appropriate for particular organizational environments, technologies, and conditions.

***Q5. What approaches have been set by OD practitioners while setting up the goal program? What are the reasons for setting goals? Explain the advantages and barriers of goal setting.***

**Answer. Goal:** An observable and measurable end result having one or more objectives to be achieved within a more or less fixed timeframe.

**Approaches:**

When choosing goals and objectives, there are several approaches an organization can take. Three common approaches are; the top-down approach, the bottom-up approach, and the interactive approach.

***Q6. What is meant by ‘learning organization’? What are the characteristics of learning organization? Describe the seven steps of initiating Organizational learning.***

**Answer. Learning Organization** that acquires knowledge and innovates fast enough to survive and thrive in a rapidly changing environment. Learning organizations

(1) Create a culture that encourages and supports continuous employee learning, critical thinking, and risk taking with new ideas,

(2) Allow mistakes, and value employee contributions,

(3) Learn from experience and experiment,

(4) Disseminate the new knowledge throughout the organization for incorporation into day-to-day activities.