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| **SESSION** | **March 2023** |
| **PROGRAM** | **MASTERS of business administration (MBA)** |
| **SEMESTER** | **III** |
| **course CODE & NAME** | **DHRM302- Management and organisation development** |
| **CREDITS** | **4** |
| **nUMBER OF ASSIGNMENTS & Marks** | **02****30 Marks each** |

**Assignment Set – 1**

**1. What is OD? Highlight the essential characteristics values, beliefs and assumptions in relation with OD.**

**Ans 1.**

**Organisation development**

Interventions are the principal learning processes embedded in the action stage of organisation development. You can call them activities that are structured and are used either individually or in combination by members of an organisation to improve their task performance.

The term OD

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**2. Explain the Six Box Model of change stating its components.**

**Ans 2.**

The six-box model is a framework developed by the American analyst Marvin Weisbord to assess the functioning of organisations. It is a generic framework and is intended for use across a wide variety of organisations. It is based mainly on the techniques and assumptions of the field of organisational development.

The model represents a particular

**3. Discuss the factors influencing ethical judgements with the help of examples.**

**Ans 3.**

**Factors that influence ethical judgements**

In a business, while taking ethical decisions and making judgements, the following factors must be taken into consideration:

1. **Personal history:**While making a judgement, personal history that is his cultural and his experiential background plays a very important role. His gender, race, religion and socio-economic statuses guide

**Assignment Set – 2**

**1. Define the term reengineering. Discuss the process in brief.**

**Ans 1.**

**Re-Engineering**

You can call re-engineering as a system wide change approach emphasising on the basic processes of the organisation. It is defined as radical redesigning and deep-seated rethinking of business processes to achieve drastic improvement in organisational performance. For re- engineering to be implemented,

**2. Describe different technology tools used in OD in detail. Highlight its advantages and disadvantages.**

**Ans 2.**

**Tools used in OD**

You can analyse from your own business scenarios, that today technologies aim at online collaboration, building of communities, collaborative training and global sharing of best practices which are beyond the simple data collection and normal correspondence.

The recent changing and new uses of such emerging technologies by OD practitioner have become the integral

**3. Discuss the different types of qualitative evaluation methods available to managers.**

**Ans 3.**

Qualitative evaluation techniques on the other hand include survey comments, focus group interviews and observations. Such techniques are more time consuming for analysis but provide a rich source of information about contextual data and subtleties. Therefore, a combination of both these evaluation methods remains fruitful in OD intervention evaluation. Organisation surveys are the best evaluation method as it provides both quantitative and