



**University of Colombo, Sri Lanka**  
**Institute of Human Resource Advancement (IHRA)**

**Masters Degree in Human Resources Management (MHRM)**  
*(2<sup>nd</sup> Semester Examination – April 2012)*

**MHRM 08 – Organizational Development**

**Instructions to the Candidates**

- (1) *Answer four (04) questions.*
- (2) *Time allocated for the examination is three (03) hours.*
- (3) *Total number of questions is five (05).*
- (4) *Total number of pages is two (02).*
- (5) *If a page or a part of this question paper is not printed properly, please inform the Supervisor immediately.*
- (6) *Use of any equipment/items such as mobile phones is prohibited, and rules & regulations of University examinations should be strictly followed.*

01 i Why organizations need to be changed their structures, systems and people time to time. Explain with examples.

(15 Marks)

ii What do you mean by planned change model? Explain briefly.

(10 Marks)

**(Total 25 Marks)**

02 i Explain why people resist for changes by providing practical examples from your office environment.

(10 Marks)

ii Effectiveness of planned change depends on the way of managing resistance. Describe what are the strategies to manage resistance by using practical examples.

(15 Marks)

**(Total 25 Marks)**

03 i What do you mean by organizational diagnosing? Explain.

(10 Marks)

ii Describe what is OD and features of OD program.

(15 Marks)

**(Total 25 Marks)**

04 i What do you mean by OD interventions methods?

(10 Marks)

ii Describe what is career management and steps of the career management.

(15 Marks)

**(Total 25 Marks)**

- 05 i "OD program cannot be implemented without management support". What are the values and assumptions that management should have about individual and group in order to implement OD program.

(10 Marks)

- ii "In today's context, team work has become very important feature in an organization."

Describe the qualities that group should have to become effective team.

(15 Marks)

**(Total 25 Marks)**

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