



**Institute of Human Resource Advancement (IHRA)**

**University of Colombo, Sri Lanka**

**Master in Human Resource Management**

**4<sup>th</sup> Semester Repeat Examination**

**(Held in March/April, 2023)**

**MHRM16B -Organizational Development**

**Instructions to the Candidates**

- (1) This paper consists of six (06) questions and two (02) pages.
- (2) Answer only four (04) questions.
- (3) Time allocated for the examination is three (03) hours.
- (4) Write your Index Number on all pages of answer scripts.
- (5) If a page or a part of this question paper is not printed, please inform the Supervisor immediately.

1. A. Briefly describe what OD is and why organization needs OD.  
(12 marks)
- B. What are the competencies that should have OD practitioner?  
(13 marks)
- (Total 25 marks)**
2. A. Diagnosing is one of the most important activities in OD process. What do you mean by diagnosing?  
(10 marks)
- B. Briefly describe the group level design components for diagnosis.  
(15 marks)
- (Total 25 marks)**
3. A. Briefly describe what is process consultation and principles of process consultation.  
(15 marks)
- b. Explain key elements of employee involvement  
(10 marks)
- (Total 25 marks)**
4. A. What are the crucial factors for effective change management program?  
(15 marks)
- b. Briefly describe structural intervention method.  
(10 marks)
- (Total 25 marks)**

5. A. Describe the criteria of effective performance appraisal system.

(10 marks)

b. What are the components of job enrichment? Briefly describe.

(15 marks)

**(Total 25 marks)**

6. Write brief description on:

- a. Team building
- b. Lewing's change model
- c. MBO
- d. Self-managed team
- e. Causes for conflicts.

(25 marks)

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