



**ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE
FACULTY OF SOCIAL AND MANAGEMENT SCIENCES
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

2020/2021 First Semester Examination

COURSE CODE: HRM 407

COURSE TITLE: Organisation Development

TIME ALLOWED: 2 Hours 30 Minutes

INSTRUCTION: Answer ANY Three (3) Questions in all.

1. a. What do you understand by the term 'Organisational Development'?
b. Expatriate the features of Organisation Development in contemporary economies
2. Organisational Development programmes can be implemented at different layers of organisations. Discuss the individual-level intervention strategies.
3. Resistance to planned organisational change is inevitable. Thus, management must ensure that strategic efforts are taken to overcome them. Hence, Kotter and Schlesinger identified certain tactics that organisations can employ to deal with resistance to change. Discuss.
4. Action research has been found to be beneficial to organisations because it is problem-focussed and heavily involves employees in the process. Discuss the steps involved in an action research carried out by a change agent.
5. Organisation Development is an activity that is targeted at achieving a set of strategic objectives. Discuss these objectives citing relevant examples.