

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2025-27)

MID TERM EXAMINATION (TERM -III)

 Subject Name: **Organization Development: DICS**

 Time: **01.00 hrs**

 Sub. Code: **PGH33**

 Max Marks: **20**
Note: All questions are compulsory. Read the case and answer the questions

COs	Statement of Course Outcomes	Bloom's Taxonomy
CO-1	Ability to understand clearly the development processes from individual level to group level	Understand- L-2 Relate, Apply L – 3 Analyze L – 4
CO-2	Learn the behavioral processes in Lab settings and learn the art and style of solving individual and group problems for effective organizations	Understand- L-2 Apply- L-3 Analyze L – 4
CO-3	Learn the use of Instruments for diagnosing individual, group and organizational level problems for integrated organization development	Analyze-L-4 Evaluate- L-5
CO-4	Developing change plans on the basis of the problems diagnosed and prioritized, and implementation strategies -m change plans for different interventions – human processes, technostructural, HRM, strategic change etc,	Evaluate- L-5 Create- L-6
CO-5	Managing change effectively by choosing change resolution strategies	Create – L 6

Read the case and answer the questions

Case Study:

ABC Development Corporation Limited (ADCL) was incorporated in February 1974 as a wholly owned subsidiary Company of XYZ Corporation, under the Companies Act, 1956 by acquiring a 'Development Board' with similar aims and objectives that was in existence since 1969. The Board had over five decades of experience in growing teak plantations and harvesting and marketing of timber and other forest produce, and is a trailblazer in production forestry. It ranks among the best managed State Public Sector companies in the country with a track record of consistently making profits and paying dividends to government. ADCL's plantations are managed strictly in accordance with the principles of sustainable management and are currently valued at over Rs. 5000 crores. The company's contribution in generating rural employment is also quite substantial. Government has leased out 1.21 lakh hectares of forest to ADCL for its activities. It comes to about 3 percent of the total forest area of the State. The Forest Area leased out to ADCL has been divided into 3 Regions (Territorial), which in turn are divided into 11 Forest Project Division (Territorial) and 1 Depot Division. ADCL has also been raising very successful plantations on behalf of external clients, on lands owned by the latter. Many such "Turnkey Plantations" have been carried out on behalf of organizations such as, Western Coalfields Limited, Indian Air Force, Brihanmumbai Municipal

Corporation, Thane Municipal Corporation, Mumbai Metropolitan Region Development Authority and National Thermal Power Corporation.

ADCL also takes up plantations on degraded forest lands under various government schemes and as part of corporate greening initiatives. ADCL has diversified also from time to time. A few years ago, the task of designing, constructing and operating a world class zoo was entrusted by the Government to ADCL.

Showcasing wild animals like tiger, panther, sloth bear and different species of herbivores in their near-natural habitats, the Park has already blossomed into a major tourist destination in the district. Phase II of the project will add many more attractions like African Safari, Walk-in Aviary, Tribal Trail and Walking Trail. ADCL produces about 50,000 cubic meters of timber every year, which are sold through auctions. In order to ensure the supply of quality wood to end consumers at competitive prices, ADCL has recently decided to venture into the production and sale of sawn timber. A production unit has already been set up in few locations. However, for the last three years, it has also ventured into the sawn – timber trade. With more such production units in the pipeline, ADCL is poised to make a big impact in the Indian timber market, as a reliable supplier of best quality sawn wood.

The ADCL has a total sanctioned strength of 1351 posts comprising 32 cadres. The 32 cadres includes field cadres, ministerial cadres and technical cadres. The company has all four categories of employees – A, B, C and D. It has 64 employees of A Category, 101n in Category B, 1062 in Category C and 132 are Category D employees, making a total of around 1359 employees who are managing a large area carrying out mainly the core activities. Looking at the current level of activities, the focus seems to be on the central or core activities based on the core / domain competencies of ADCL it is felt it should become a global organization.

Questions:

Q. 1. What kind of OD plan you think can be made to make it a truly global corporation in next 5 years from now.

20 Marks

Kindly fill the total marks allocated to each CO's in the table below:

COs	Blooms Taxonomy Levels	Marks Allocated
CO1	L2	20 Marks

Blooms Taxonomy Levels given below for your ready reference:

L1= Remembering

L2= Understanding

L3= Apply

L4= Analyze

L5= Evaluate

L6= Create