



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2018/2019

SECOND SEMESTER EXAMINATION FOR THE DEGREE OF DOCTOR OF

PHILOSOPHY IN PUBLIC POLICY AND MANAGEMENT

APP 910: ORGANIZATION DEVELOPMENT AND CHANGE IN
PUBLIC MANAGEMENT

DATE: Tuesday, 26th March 2019

TIME: 8.00 a.m. - 11.00 a.m

INSTRUCTIONS:

Answer Question 1 and any other 2

1. a) Examine the pertinent issues you would consider when developing your personal OD philosophy. (10 marks)
- b) Discuss the key objectives of Organization Development. (10 marks)
- c) Briefly explain the process of Action Research in Organization Development. (10 marks)
2. a) Discuss FIVE key areas of public sector reforms undertaken in Kenya in the last decade. (10 marks)
- b) Explain any FIVE challenges the government has faced in its effort to transform government operations. (5 marks)
3. Using a relevant diagram, discuss the 'Systems Theory' and its application to the practice of Organization Development. (15 marks)
4. Discuss the major distinctions between political democracy and corporate capitalism in the practice of OD in the public sector. (15 marks)
5. Explain the criteria for effective OD interventions according to Chris Argyris. (15 marks)
6. Discuss the Four Domains of OD Interventions as postulated by Harrison (1970) and Huse (1980). (15 marks)