ORGANIZATION DEVELOPMENT

Interventions and Activities

Questions I-(IV) Please indicate, on the line provided, the extent to which you are currently using or have been engaged or involved in, within the last three years, the following interventions and activities.

PLEASE USE THE FOLLOWING SCALE TO ANSWER THE QUESTIONS BELOW:

0 = Not at all 3 = To a moderate extent
1 = To a small extent 4 = To a great extent
2 = To some extent 5 = To a very great extent

Question I
1. Total quality management
2. Benchmarking
3. Downsizing
4. Business process "reengineering"
5. Leadership development
6. Helping the organization to have a greater service orientation
7. Empowerment
8. Outplacement programs
9. Helping the organization to have a greater customer orientation
10. Business ethics
11. Creating "learning organizations"
12. New work practices:
   a. working at home
   b. flexible work
   c. telecommuting
13. Feedback/consulting "exercises" to senior executives/managers
14. In-house development of academic courses
15. Supporting self-directed teams
16. Retirement planning
17. Meeting facilitation

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Question II

Succession planning activities?
2. Using research and statistical skills?
3. Addressing stress management concerns?
4. Executive development programs?
5. Career development activities?
6. Manpower planning?
7. Process consultation?
8. Conducting visioning/futuring activities?
9. Conducting problem solving sessions?
10. Conflict resolution?
11. Role analysis, responsibility and negotiation?
12. Conducting team building activities?
13. Using Gestalt methods?
14. Using T-Groups?
15. Management development?
16. Using surveys and feedback instruments to collect and give information about individuals?
17. Group goal-setting activities?
18. Group values sharing and clarification activities?
19. Time management activities?
20. Providing coaching and/or counseling?
21. Providing training?

a) Please indicate current training activities:

Question III

1. Financial Planning?
2. Strategic Planning?

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3. Organizational assessment and diagnostic activities?
4. Strategic management?
5. Quality of work life activities?
6. Managing cultural differences?
7. Job redesign?
8. Changing the corporate culture?
9. Leadership transition?
10. Designing/redesigning reward systems?
11. Managing rapid change?
12. OD efforts to achieve sustained long term change?
13. Long range forecasting?
14. Activities addressing organizational power and influence issues?
15. Job rotation?
16. Establishing organizational goals?
17. Providing structural change (policy, staffing, or responsibility changes) in the organization?
18. Organizational design activities?

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1 = To a small extent              4 = To a great extent
2 = To some extent                 5 = To a very great extent

Question IV
1. The development of socio-technical systems?
2. Learning the technical work of the organization?
3. Integrating high technology into the work place?
4. The integration of automatic data processing into the organization?
5. The integration of women and minorities into the organization?
6. Developing new structures for management development/planning?
7. Transforming technical experts into managers?
8. Assisting line managers to take over OD activities?
9. Developing management styles that enhance:
   a) productivity?
   b) efficiency?
   c) ability to compete with foreign industries?
   d) profitability?
10. Accommodating creativity and innovation in the organization?
11. Designing/redesigning performance appraisal systems?

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12. Becoming integrated with traditional management training, human resource development and personnel functions?
13. Integrating participative management into the organization?
14. Please indicate, in the space below, any other activities that were not specified above and the extent to which you are involved in these activities using the "extent" scale:

Question V) Please describe the organizational events that have been experienced by your organization recently or within the last three years that are important to its current and future course.

Question VI) Are there any events that have occurred in Israel recently or within the last three years that have been important to your organization's current and future course?
Background Information

1. Sex: ______ Male ______ Female
2. Years in current organization ______
   If less than a year, how many months?
3. Job title ________________________________________________
4. Organization type:
   ______ personnel publishing/printing/graphics
   ______ military oil
   ______ government data processing/manufacturing
   ______ health care management consulting
   ______ food finance/banking
   ______ insurance/real estate sales/marketing
   ______ educational automotive
   ______ communications
   ______ other (please indicate)

5. How many people work in your organization at your site? ______
6. How many people are there in the entire organization? ______
7. Is your organization in the : (check one)
   ______ service sector
   ______ manufacturing sector
   ______ other (please indicate)
8. How many years have you been practicing in the field of organizational
   development/human resource management? ______, (please indicate number)
9. Please indicate the last degree obtained:
   ______ (1) elementary school ______ (2) college
   ______ (3) high school ______ (4) graduate school
10. How many courses have you taken in organization development? ______
11. Year born? 19__
12. Are you an internal or external OD consultant? (check one)
   Internal ______ External

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