

Roll No.

Total No. of Pages : 03

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MBA (2018 Batch)
(Sem.-3)

ORGANIZATIONAL CHANGE AND DEVELOPMENT

Subject Code : MBA 931-18

M.Code : 76898

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. SECTION-A contains EIGHT questions carrying TWO marks each and students have to attempt ALL questions.
2. SECTION-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and students have to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consists of ONE Case Study carrying TWELVE marks.

SECTION-A

Write briefly :

1. Organization development
2. Triggers for change
3. Nature of OD intervention
4. Career Anchors
5. Action Research
6. Team interventions
7. Power and Politics in OD
8. Client system

SECTION-B

UNIT-I

9. Discuss the conceptual framework of Organization development. Along with inter disciplinary nature of Organization development.
10. Explain the model and theories of planned change in organization change.

UNIT-II

11. Discuss the Six Box Model. What is Third Waves Consulting?
12. Discuss the role of T-Group and behavioral modeling in training experience.

UNIT-III

13. Define Power. Explain the relevant theories related to the sources of Power.
14. “*Organization without the Politics is not possible*” comment. Also discuss the organizational politics in the practice of OD.

UNIT-IV

15. What do you understand by the dependency issue and terminating the relationship in concern to consultant- client relations?
16. Discuss the contemporary issues in OD in relation to consultant- client relations.

SECTION-C

17. Case Study :

The business world today is going very fast and new technology, new methods of production and new taste of customers and new market trends as well as new strategies for best control of the organizations and motivation of employees are emerging and taking place from old to new methods, because the customers are the emperor of market and most of the company now spending billions of amount on research and development in the organization, by keeping in view all these things the managers and experts of the today businesses now compel to decide about the change management in the organizations, because business activities now are globalize, and every organization strive to sustained the loyal customers, trained the employees, introduce and adopt new

methods of production and best control the activities of the organization, so from here the concept of change management or organization change starts. When the company feel that the activities which they are doing, the management, the way of administration, the use of technology, the human resource policies, the culture of the organization, the liking and disliking the contents and context of the organization by the employees, organization structure, group concept the product quality are continuously destroying the image and reputation of the organization, the question arises that how it will change the organization in present scenario, so when the expert specialist decides about all the situation and preparing for changing the organization it leads to the concept of organizational change or change management . In the word of Coetsee, he said that it is the ability of the management that how they can get maximum benefits and support form change which reduces resistant from the side of employees and encourage appreciate acceptance and support.

Questions :

- a) Discuss the strategies for implementing Organization change.
- b) What are the various triggers for changes?

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.