

**P-712**

Total Pages : 3

Roll No. ....

**MS-303**

**Organizational Change and Development**

Master of Business Administration (MBA)

3rd Semester Examination, 2023 (June)

**Time : 2 Hours]**

**[Max. Marks : 70**

**Note :** This paper is of Seventy (70) marks divided into two (02) Sections A and B. Attempt the questions contained in these sections according to the detailed instructions given therein. Candidates should limit their answer to the questions on the given answer sheet. No additional (B) answer sheet will be issued.

**SECTION–A**

**(Long Answer Type Questions)**

**Note :** Section 'A' contains Five (05) long answer type questions of Nineteen (19) marks each. Learners are required to answer any Two (02) questions only.

(2×19=38)

1. Explain the pre-requisites necessary for understanding models of organizational change. Explain Kurt Lewin's three step model for bringing about organization change.
2. Explain different Organizational Developmental (OD) techniques. Explain six box model of organization development.
3. With the pressure of competitiveness due to globalization and privatization how are the companies designing their work systems? Briefly describe the emerging trends in work organization.
4. Explain Individual, Group and Team OD intervention?
5. Why is knowledge management important? How do companies verbalize knowledge management programme?

### **SECTION-B**

#### **(Short Answer Type Questions)**

**Note :** Section 'B' contains Eight (08) short answer type questions of Eight (08) marks each. Learners are required to answer any Four (04) questions only. (4×8=32)

1. How do traditional organizational designs compare with newer organizational structures?

2. Explain in detail the third-party peacemaking interventions.
  3. What role can effective communication play in overcoming resistance to change? Explain.
  4. What do you understand by inter-group interventions ?
  5. Discuss the strategies for culture change.
  6. Write notes on "Learning Through transformation in an Organization".
  7. Differentiate Quality Circles & Quality of Work Life programs included in organizational restructuring.
  8. What are the ethical standards in OD? Briefly discuss their role in OD.
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