

**Total Pages : 3**

**Roll No. -----**

## **MS-303/HR-2301**

### **Organizational Change and Development**

Master of Business Administration/P.G. Diploma in

Human Resource Management

(MBA-10/12/13/16/17/PGDHRM-10/16/17)

3<sup>rd</sup> /1<sup>st</sup> Semester, Examination June 2022

Time: 2 Hours

Max. Marks: 80

Note : This paper is of Eighty (80) marks divided into two (02) Sections A and B. Attempt the questions contained in these sections according to the detailed instructions given therein.

#### **Section – A**

(Long Answer – type questions)

Note: Section 'A' contains Five (05) long-answer-type questions of Twenty (20) marks each. Learners are required to answer any two (02) questions only.

[2 x 20 = 40]

P.T.O.

- Q.1. Discuss the main features of Organizational Change. Does organizational change involve disequilibrium in the situation and the environment in which the people exist?
- Q.2. Explain the nature of skills requirements for managing change in the organizations.
- Q.3. What is organizational development? What ethics need be followed in organizational development?
- Q.4. What are the various factors contributing to successful organisational learning?
- Q.5. Explain how knowledge management is strategically important for organizational change and development.

## **Section – B**

### **(Short-answer-type questions)**

Note: Section 'B' contains Eight (08) short-answer-type questions of Ten (10) marks each. Learners are required to answer any Four (04) questions only.

[4 x 10 = 40]

P.T.O.

Briefly discuss any four (04) of the following.

1. Role of Task Forces.
2. Kurt Lewin's Model of change.
3. Power and Politics in OD.
4. Steps to instil culture in the organisation.
5. Process of Organizational Development.
6. Organisational Knowledge Creation.
7. Conditions for developing resistance to change.
8. Advantages and disadvantages of organizational restructuring.

-----