

Code No: MB1643/R16

MBA IV Semester Supplementary Examinations, August-2021

ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT

Time: 3 Hours

Max. Marks: 60

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | What is change? Describe how value based change can be implemented in an organization. | 6M |
| b | Explain various types of change. | 6M |
| 2. a | Discuss about total project management model. | 6M |
| b | Explain various strategies to build a learning organization. | 6M |
| 3. a | Describe the benefits of organizational development. | 6M |
| b | What the organization development interventions in Indian organizations? | 6M |
| 4. a | Explain the dynamics of planned change in a large organization. | 6M |
| b | Discuss the changes in legal frame work of collective bargaining. | 6M |
| 5. a | Explain the concept of change as transformation. | 6M |
| b | Describe how collective bargaining can be addressed as a strategy to the challenges of globalization. | 6M |
| 6. a | Explain the difference between teams and groups. | 6M |
| b | Discuss in detail about team building skills. | 6M |
| 7. a | What are the effective decision making techniques for teams and groups? | 6M |
| b | Discuss contemporary issues in managing teams. | 6M |
| 8. | CASE STUDY
Constant friction between marketing and R&D departments of ABC Company, a lead player in cosmetics industry, was a serious concern to the General Manager, Ashok. While members of the R&D department felt that the marketing team was unduly pressurizing the R&D department to produce new products at frequent intervals, the marketing team felt that R&D department was not working hard enough to meet the changing demands of their customers. | 12M |

Suggest and explain an OD intervention to Ashok to ensure smooth functioning of the teams.
