

## CDOE

**MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS - 2020 COURSE)**  
**M.B.A. (H.R.) Sem-II : WINTER :- 2021**  
**SUBJECT: ORGANIZATION DEVELOPMENT & CHANGE MANAGEMENT**

**Day : Tuesday**  
**Date 15-02-2022**

**W-22993-2021**

**Time : 02:00 PM-04:00 PM**  
**Max. Marks: 50**

1. Answers to both Questions should be written in the **SAME** answer-book.
2. Attempt Any 3 Questions from Section – I and Attempt Any 2 Questions from Section – II.
3. Each Question Carries **10 Marks**.

### SECTION - I

- Q.1 What is organizational change? What are the forces which will decide the organizational change?
- Q.2 Elaborate on Kurt Lewin's Model for Change management with suitable examples.
- Q.3 Explain the steps involved in T-Group intervention and its usage with suitable examples.
- Q.4 Describe the process involved in Role Negotiation Technique (RNT).
- Q.5 Write Short Notes on ANY TWO of the following:
- a) Survey Feedback method
  - b) Competencies of OD consultant
  - c) Action Research model

### SECTION- II

- Q.6 You are the principal of a large school that is funded by the government. You plan to introduce ICT to improvise teaching as the government is ready to fund such endeavors to raise the quality of education. However you anticipate that your move to introduce ICT will not be accepted easily
- a. What are the likely factors that you as an outsider visualize will cause resistance from the teacher to this change initiative?
  - b. What is the change strategy that you will recommend? Why?
- Q.7 "Managing the OD program effectively means the difference between its success and failure." Elaborate in light of the various phases involved in the OD program that contributes to the above outcomes.
- Q.8 How does Learning organization development helps to focus on leadership and sustenance of the organization?

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