Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER–III • EXAMINATION – SUMMER • 2015

Subject Code: 2830301 **Date: 01-06-2015**

Subject Name: Change Management and Organizational Development (CM&OD)

Time: 14:30 pm – 17:30 pm **Total Marks: 70**

Instructions:

1. **Attempt all questions.**
2. **Make suitable assumptions wherever necessary.**
3. **Figures to the right indicate full marks.**

Q.1	**(a)**	What is the concept of followings and Explain in brief- (i) What are Basic strategies used in carrying out change in the Organization, in relation to Individual? What is concept of "The Integration of Change Strategies? With the help of diagram, explain "A Integrated Approach to Change"? (ii)what is the concept of Parkinson's Law	**07**
	(b)	What is the concept of followings and Explain in brief- (i) Explain this concept of "The Organizational Iceberg", an Approach to OD? (ii)With the help of diagram, explain the concept of "Stream analysis"?	**07**
Q.2	**(a)**	What is the concept of Entropy? Enumerate & explain in brief, eight factors identified by Robert Waterman in relation to organizational renewal? How those find ways to Renewal Organization?	**07**
	(b)	What do you understand by the term Closure? What is importance of "Perception formation and its effect on Relations"? Explain with help of diagram.	**07**
		OR	
	(b)	What do you understand by" The Intervention Process" ? Enumerate all the steps and explain in brief? Draw the diagram of "A System's view of the change relationship".	**07**
Q.3	**(a)**	What is the concept of followings and Explain in brief- (i) Key factors in Cultural change (ii) The Goals and values of OD (iii) Tools for Change	**07**
	(b)	What are major Ten Strategies used to lessen the Resistance? Enumerate & explain in brief.	**07**
		OR	
Q.3	**(a)**	How an organization functions, how do we find out? Enumerate six Diagnostic Models and explain in brief.	**07**
	(b)	What is concept of "The life Cycle of resistance to Change"?	**07**
Q.4	**(a)**	What is concept of Process Intervention? With the help of table explain 'Group Member Behavior to carry out change in the organization?	**07**
	(b)	How the selection of OD Interventions is carried out in relation to **Individual?** What are"The Major OD Intervention Techniques" used in the organization? With the help of table, explain the Major OD Intervention Techniques, under the categories as Behavioral, Structural,	**07**

Technology (Integration of Change Strategies)?

OR

Q.4	**(a)**	What is the purpose of Employee Empowerment and what are **Interpersonal Interventions**? Enumerate the employee empowerment Techniques, explain those in brief.	**07**
	(b)	What is the concept of **Team Approach** and what is need of Team Development? What are three situations or limitations, it is important to examine the degree of team development interaction before beginning a team development intervention? Explain in brief with the help of diagram.	**07**
Q.5	**(a)**	What is the concept of **Work Team Development** (continuous improvement process)? Enumerate no of processes and explain those in brief.	**07**
	(b)	What do you mean by developing successes in an organization? What are **System wide OD** Approaches/ Intervention techniques (HPS)? Enumerate and explain in brief along with specific differences among those.	**07**

OR

Q.5	**(a)**	What are major OD **Strategic** interventions, in relation to Organization Transformation? Enumerate and explain the concept of each in brief.	**07**
	(b)	What are emerging issues and values in relation to the challenge and the **Future for Organization**? What are the Futures Trends in OD?	**07**

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