

**GUJARAT TECHNOLOGICAL UNIVERSITY****M.B.A –III SEMESTER–EXAMINATION MAY- 2012****Subject code: 2830301****Date: 31/05/2012****Subject Name: Change Management and Organizational Development****Time:2:30 pm – 05:30 pm****Total Marks: 70****Instructions:**

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

<b>Q.1</b>	(a)	Explain Briefly	<b>14</b>
		1. Change Management	
		2. Self Managed Teams	
		3. Corporate Entropy	
		4. Cross functional team	
		5. Transactional Analysis	
		6. Organization Transformation	
		7. Group Think	
<b>Q.2</b>	(a)	Why implementation of change is difficult? What role CM & OD plays in implementing a change?	<b>07</b>
	(b)	Explain the model of Adaptive Orientation	<b>07</b>
		OR	
	(b)	Explain the Systems approach	<b>07</b>
<b>Q.3</b>	(a)	Explain perception formation from the view point of practitioner-client relationship and its effect of relationships	<b>07</b>
	(b)	Explain any 2 models used for diagnosis by the OD consultant	<b>07</b>
		OR	
<b>Q.3</b>	(a)	Meaning of OD and its basic characteristics. How OD is different from Change Management	<b>07</b>
	(b)	Explain the restraining forces which blocks the implementation of the change programs	<b>07</b>
<b>Q.4</b>	(a)	Explain various types of process consulting interventions	<b>07</b>
	(b)	Explain how stream analysis can be used in an OD program	<b>07</b>
		OR	
<b>Q.4</b>	(a)	Identify and explain stress management intervention. Explain in brief Johari window model	<b>07</b>
	(b)	Explain 6 steps in the team development process.	<b>07</b>
<b>Q.5</b>	(a)	How can a manager develop an organizational culture that encourages a high performing systems or a learning organization	<b>07</b>
	(b)	Suppose you receive a new job offer. What cultural factors would you consider in making a decision	<b>07</b>
		OR	
<b>Q.5</b>	(a)	Explain strategy-culture Matrix	<b>07</b>
	(b)	Is OD a Fad or a Discipline? - Explain	<b>07</b>

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