

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)**

**CLASS:MBA
BRANCH:MBA**

**SEMESTER: III
SESSION: MO/2023**

SUBJECT: MT526 ORGANIZATIONAL CHANGE AND DEVELOPMENT

TIME: 03 Hrs.

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
 2. Attempt all questions.
 3. The missing data, if any, may be assumed suitably.
 4. Before attempting the question paper, be sure that you have got the correct question paper.
 5. Tables/Data handbook/Graph paper etc. to be supplied to the candidates in the examination hall.
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Q.1(a)	“Change Management strategically addresses issues of survival and growth within limited resources in an organization”. Analyze this statement based on your knowledge.	[5] 1	4
Q.1(b)	Discuss the Lewin’s model of Change. Does it have the immunity of addressing resistance to Change. Give your observations.	[5] 2	6
Q.2(a)	“Organizational diagnosis and diagnostic processes are complemented to one other”. Interpret this assertion and explain the process of diagnosing organizations.	[5] 3	2
Q.2(b)	“Technology is the driving force accelerating the design and development of need based diagnostic models for successful organizations”. Discuss.	[5] 3	6
Q.3(a)	What are the attributes of Organizational Development. Differentiate between the Traditional and Modern Organizational Development Techniques.	[5] 4	1
Q.3(b)	Explain the Weisbord’s six box model as an Organizational Development Technique. Rationally enumerate its limitations.	[5] 4	2
Q.4(a)	What are Team Interventions? Identify the Intrinsic factors that are dominant while building teams for Business organizations.	[5] 4	1
Q.4(b)	Elaborate the Strategic Significance of Team Intervention Techniques. Briefly discuss any two team intervention techniques.	[5] 4	6
Q.5(a)	With the help of an illustrative case, interpret how power, politics and culture act as drivers in planning Organizational Change and Development.	[5] 5	2
Q.5(b)	Write an essay on the changing leadership styles specially for evolving organizations in the post covid era.	[5] 5	3

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