

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

**CLASS: MBA  
BRANCH: MBA**

**SEMESTER : III<sup>rd</sup>  
SESSION : MO/2025**

**SUBJECT: MT526 / MT526R1 ORGANISATIONAL CHANGE AND DEVELOPMENT**

**TIME: 3 Hours**

**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 hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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		CO	BL
Q.1(a)	Discuss your opinion about change management. List out forces to change. How do you deal with resistance to change from your colleagues?	[5] 1,2,3	1,2
Q.1(b)	Can you describe a time when you had to adapt to a significant change at your work? Discuss any one model of change which you think would be most effective.	[5] 1,2,3,4	1,3
Q.2(a)	Discuss briefly possible symptoms that will be indicator of an organization facing problem.	[5] 1,2,3,4	1,2
Q.2(b)	Why is diagnostic model necessary for managing change effectively? What is the level of organizational diagnosis? Discuss briefly.	[5] 1,2,3,4	1,2,3
Q.3(a)	How would you define organization development? Why is organization development necessary? What are its characteristics?	[5] 1,2,3,4	1,2
Q.3(b)	What are the basic assumptions with which an OD consultant begins an OD program in an organization? What is Weisbord's Six Box Model?	[5] 1,2,3,4	
Q.4(a)	What is a key characteristic that differentiates a team from a group? Discuss group development model in brief.	[5] 1,2,3,4	1,2,3
Q.4(b)	"Good communication is an important foundation for team success". Comment .What else contribute towards team effectiveness?	[5] 1,2,3,4	1,3,4
Q.5(a)	What are skills required for OD consultants? Discuss role of organisational leadership. Why is organizational leadership important?	[5] 1,2,3,4	1,2
Q.5(b)	What are the concept and role of power, politics and culture used in Organization? Discuss briefly key capabilities of constructive politics.	[5] 1,2,3,4	1,2,3

:::21/11/2025:::E