

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

**CLASS: MBA / PRE-PHD
BRANCH: MBA**

**SEMESTER : IV/NA
SESSION : SP/2023**

SUBJECT: MT526 ORGANIZATIONAL 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)	'Change is one of the most critical aspects of effective management'. Examine the statement.	[5] 1	4
Q.1(b)	Compare and contrast between planned and unplanned external forces of change? Discuss with examples.	[5] 1	4
Q.2(a)	Argue why most change efforts fail. Identify the key elements of an effective change management programmes.	[5] 2	5
Q.2(b)	Outline the values, beliefs, and assumptions underlying the field of OD.	[5] 2	4
Q.3(a)	Analyze an effective diagnostic model at the individual level through suitable diagram and examples.	[5] 3	4
Q.3(b)	Analyze the statement 'where things must go right if the organization is to be successful' primarily by posing "diagnostic questions".	[5] 3	4
Q.4(a)	Compare and contrast Role Analysis Technique and Role Negotiation Technique citing suitable examples.	[5] 4	4
Q.4(b)	Evaluate process consultation, when should it be used and how does it apply to organizational development.	[5] 4	5
Q.5(a)	Culture is often described as "the way we do things around here". Examine the statement.	[5] 5	4
Q.5(b)	Distinguish between Power and Politics in a business enterprise with suitable examples.	[5] 5	4

:28/04/2023:E