

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

**CLASS: MBA  
BRANCH: MBA**

**SEMESTER : IV  
SESSION : SP/2025**

**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	Bring out the concept of Organisational Change and discuss the forces driving organisations towards change. Analyze Kotter's Model of Change with reasons for its suitability.	[10] 1	5
Q.2	Elaborate the concept 'Diagnosis' in OD? What is the need for diagnosis in OD? Analyze the Comprehensive Model for Diagnosis in Organisational Development with suitable example.	[10] 2	5
Q.3	'The McKinsey 7-S Model is a change framework based on a company's organizational design and coordination. It aims to depict how to manage organizational change. Justify the statement with suitable examples.	[10] 3	5
Q.4	Explain in detail the Leadership styles used in all five stages of Group Development. Justify citing reasons.	[10] 4	5
Q.5	Bring out the concept of organizational culture. How might organizational culture play a role in shaping communication practices? Discuss.	[10] 5	4

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