



Sanjay Ghodawat University, Kolhapur

2018-19

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

EXM/P/09/01

Year and Program: 2018-19

School of Commerce &  
Management

Department of SY MBA

Course Code: MMCHR609

Course Title: Organization  
Change and Development

Semester – III

Day and Date: Saturday,  
15/12/18

End Semester Examination  
(ESE)

Time: 10.00am-  
01.00pm

Max Marks: 100

**Instructions:**

- 1) All questions are compulsory.
- 2) Assume suitable data wherever necessary.
- 3) Figures to the right indicate full marks.

Q.1	Answer the following questions.	Marks	Bloom's Level	CO
a)	Explain in detail the concept and characteristics of organizational development.	07	L <sub>2</sub>	CO1
OR				
a)	Examine the model of organizational development.	07	L <sub>4</sub>	CO2
b)	Describe the three stages of Kurt Lewin's model of change.	08	L <sub>2</sub>	CO3
OR				
b)	Explain the implications of change in organizational growth.	08	L <sub>3</sub>	CO3
Q.2 Answer the following questions.				
a)	Analyze the role of change agents in organizational change.	07	L <sub>3</sub>	CO3
OR				
a)	Describe the concept of quality of work life.	07	L <sub>3</sub>	CO3
b)	Opine on why employees resist to change.	08	L <sub>3</sub>	CO4
OR				
b)	'Effective leadership is essential to successful change'. Comment	08	L <sub>3</sub>	CO4
Q.3 Answer the following questions (any Two)				
a)	How do you evaluate the Organization Development Interventions?	08	L <sub>3</sub>	CO1
b)	Explain the change cycles in organizational change.	08	L <sub>2</sub>	CO2
c)	Examine the role of Behavioral Interventions in organizational	08	L <sub>4</sub>	CO3

	development?			
	d) Discuss how change is implemented in an organization.	08	L <sub>2</sub>	CO4
<b>Q.4</b>	<b>Answer the following questions(any Two)</b>			
	a) Under which conditions will you apply the individual, interpersonal and group approaches to organizational change?	09	L <sub>3</sub>	CO5
	b) Explain any two techno structural interventions in organizational change.	09	L <sub>2</sub>	CO5
	c) Explain the concept of restructuring organization in view of organizational change	09	L <sub>2</sub>	CO5
<b>Q.5</b>	<b>Answer the following questions(any Two)</b>			
	a) Describe the strategic interventions in organizational change.	09	L <sub>3</sub>	CO6
	b) What is performance management? Why is it important for organization development?	09	L <sub>2</sub>	CO6
	c) Discuss organizational development in global settings.	09	L <sub>3</sub>	CO6
<b>Q.6</b>	<b>Write short notes on (any Three)</b>			
	a) Work design for organization change.	06	L <sub>2</sub>	CO5
	b) Employee involvement.	06	L <sub>2</sub>	CO5
	c) OD in private sector organizations.	06	L <sub>2</sub>	CO6
	d) OD in public sector organizations.	06	L <sub>2</sub>	CO6

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