

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA INTEGRATED-SEMESTER- VII-EXAMINATION- SUMMER-2024**

Subject Code: 2577131

Date: 03/05/2024

Subject Name: Change Management and Organization Development

Time: 02:30 PM TO 05:30 PM

Total Marks: 70

**Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

|           |   | Marks |
|-----------|---|-------|
| Q.1       | (a) “Change is the only permanent thing; but still majority of us have a tendency to resist it”. Why? What can organization do to overcome this resistance? | 07    |
|           | (b) Discuss Roles and Styles of OD Professionals  | 07    |
| Q.2       | (a) State the difference between OT and OD. Explain five stage Model of OD  | 07    |
|           | (b) Discuss the Appreciative Inquiry Model in detail.   | 07    |
| <b>OR</b> |   |       |
|           | (b) What is Diagnosis? Explain any three Basic models of Diagnosis  | 07    |
| Q.3       | (a) Discuss in detail the three basic approaches to OD viz. Structural, Technical and Behavioral and their integration strategies                           | 07    |
|           | (b) How perception process affects the formation of practitioner – client relationship? Discuss different possible modes in this relationship.              | 07    |
| <b>OR</b> |   |       |
| Q.3       | (a) What are Process Interventions? Explain its various types   | 07    |
|           | (b) Explain the Model of Adaptive orientation for renewal. Discuss few lessons in Corporate Renewal   | 07    |
| Q.4       | (a) Explain any two interventions used to solve interpersonal issues.   | 07    |
|           | (b) Write a note on strategy-culture matrix   | 07    |
| <b>OR</b> |   |       |
| Q.4       | (a) What type of interventions can be used for managing inter-departmental problems?  | 07    |
|           | (b) What do you mean by Job design? Explain job characteristic of Theory of job design.   | 07    |
| Q.5       | (a) Write a detail note on future trends in organization development.   | 07    |
|           | (b) What are the major sources of Stress and what steps can be taken to manage stress?  | 07    |
| <b>OR</b> |   |       |
| Q.5       | (a) Write a note on System Wide Interventions   | 07    |
|           | (b) Discuss the purpose for developing teams. Discuss the usual operating problems of teams.  | 07    |

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