

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Integrated– SEMESTER –VII-EXAMINATION – WINTER-2023

Subject Code:2577131

Date: 06-12-2023

Subject Name: Change Management and Organization Development

Time:10:30 AM TO 01:30 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.

Q1 (A)	Define OD and Describe various styles of OD Practitioner.	07 Marks
Q1 (B)	What is Sociogram? With reference to it explain Sociometric approach of collecting data for diagnosing the problem?	07 Marks
Q2 (A)	Write a brief note on Grid- OD program	07 Marks
Q2 (B)	Briefly Describe ADKAR model of change	07 Marks
OR		
Q2 (B)	Define Performance Gap and How will you assess Performance Gap	07 Marks
Q3 (A)	Explain the 5 stage model of Organization development	07 Marks
Q3 (B)	Identify the characteristics of an effective team.	07 Marks
OR		
Q3 (A)	Implementing strategic changes requires great understanding of the culture". Justify this statement in light of Strategy – Culture Matrix.	07 Marks
Q3 (B)	Explain Appreciative Inquiry model of change. Specify how this model can influence effective change	07 Marks
Q4 (A)	What do you mean by Job design? Explain job characteristic of Theory of job design.	07 Marks
Q4 (B)	Explain the concept of "Organization iceberg" approach to OD with the help of diagram.	07 Marks
OR		
Q4 (A)	What is Role Negotiation? Explain the steps in Role Analysis Technique?	07 Marks
Q4 (B)	Determine the difficulties faced in forming a practitioner-client relationship	07 Marks
Q5 (A)	Explain with examples strategies to lessen resistance to change	07 Marks

Q5 (B)	“System 4 organization is a more Empowered Organization” – Comment on the statement by reflecting the major differences between System 1 & System 4 organizations?	07 Marks
OR		
Q5 (A)	What is a system wide intervention? Explain in brief any three system wide interventions that can be applied in an organization	07 Marks
Q5 (B)	“Change has impact on people” Evaluate this statement with briefly describing 3 effects of change.	07 Marks