Master of Business Administration   (Sem. – 3)
ORGANIZATIONAL CHANGE AND DEVELOPMENT
Subject Code: MBA 931-18
M Code: 76898
Date of Examination : 14/1/2023

Time: 3 Hrs.   **Max. Marks: 60**

INSTRUCTIONS TO CANDIDATES:
1. **SECTION-A is COMPULSORY consisting of EIGHT questions carrying TWO marks each.**
2. **SECTIONS-B consists of FOUR Sub-sections : Units-I, II, III & IV. Student have to attempt any ONE question from each Sub-section carrying EIGHT marks each.**
3. **SECTION-C is COMPULSORY, consists of a Case Study carrying TWELVE marks.**

SECTION-A

1. Write briefly:

    a) Empowerment

    b) Organization change

    c) T-Group

    d) Parallel Learning structures

    e) Quality movement

    f) Microcosm consultant term

    g) Term and teamwork

    h) Ethical standards in OD

SECTION-B
UNIT-I

2. What are the various triggers for change? Also, discuss the strategies for implementing Organization change.

3. Give brief historical background of organizational development along with its value assumptions and beliefs.

UNIT-II

4. Define Action research. Explain the process of action research. Also, discuss some approaches related to action research.

5. What are OD interventions? Discuss its characteristics of OD interventions.

UNIT-III

6. What do you understand by team interventions, intergroup and third party Peace Making interventions?

7. "Power and politics go side by side in the organization". Comment. Also, discuss the organizational politics practice in OD.

UNIT-IV

8. Discuss the way of entry and contracting under consultant- client relation. Also discuss the client system.

9. Discuss the consultant -client relations. Define the nature of the consultant's expertise.

SECTION-C

10. Case Study:

Organizations provide a power base for individuals. From a purely economic standpoint, organizations exist to create a surplus of income over costs by meeting needs in the marketplace. But organizations also are political structures which provide opportunities for people to develop careers and therefore provide platforms for the expression of individual interests and motives. At the same time, executives are reluctant to acknowledge the place of power both in individual motivation and in organizational relationships. Somehow, power and politics are dirty words. And in linking these words to the play of personalities in organizations, some managers withdraw into the safety of organizational logic. The development of careers, particularly at high managerial and professional levels, depends on accumulation of power as the vehicle for transforming individual interests into activities which influence other people.

a) "Organization without the Politics is not possible" comment.

b) Explain the relevant theories related to the sources of Power.

NOTE : Disclosure of Identity by writing Mobile No. or Marking of passing request on any paper of Answer Sheet will lead to UMC against the Student.