

Code: 17BA4T6HB

**II MBA - II Semester – Regular/Supplementary Examinations
AUGUST - 2021**

**ORGANIZATIONAL DEVELOPMENT & CHANGE
MANAGEMENT**

Duration: 3 hours

Max. Marks: 60

SECTION - A

1. Answer the following:

5 x 2 = 10 M

- a) Define Organizational Development.
- b) What is the Total project Management model ?
- c) Define Nature of Organizational Development.
- d) Define Liberalized India?
- e) Define Groups.

SECTION – B

Answer the following:

5 x 8 = 40 M

2. a) Explain about different types of planned change in an organization.

(OR)

- b) What is organizational Change? Explain the factors influencing organizational change.

3. a) Discuss about the role of Diagramming in system investigation.

(OR)

b) Explain about strategies to build a learning organization.

4. a) Explain about person focused and Role focused Organizational Development interventions.

(OR)

b) Discuss about dynamics of planned change.

5. a) Explain about Changes in the legal frame work of collective Bargaining.

(OR)

b) Explain about Management relations in the post liberalized India.

6. a) Explain briefly about Cultural diversity with reference to teams.

(OR)

b) Explain about the importance of Managers Role in Linking pin Streams and building skills.

SECTION-C

7. Case Study

1x10=10 M

The president of the academy employment service has inaugurated a management by objectives program in order that more accurate appraisals may be made of professional personnel. Frank Bank, an employment interviewer, has for the past year established relations with small business college, a privately run school in the southern part of the state. It graduates about 25 people per month and Bank had agreed to place as many of those who wanted placement in training related jobs. Between 15 and 20 people per month signed up for this service. When the president asked the bank to prepare the objectives for his job, these seemed to be one of the easy places to do it. In as much as bank was now placing about 35% of the applicants, the president asked if he thought he could raise these to 50%. Bank assured him that he could. In reviving banks accomplishments at the end of the 6-months period, it was concluded by the personnel unit that bank was placing only 5 to 7 % of the graduates in training - related jobs. Several lengthy and heated discussions took place regarding just what was meant by training – related. Bank considered any job to be training – related, while the personnel unit contended that the job content had to bear some relationship to the training acquired in school. Moreover if the placed students quit before 90 days of work, the personnel unit would not classify these as a successful placement. Continuous documentation of the banks 5 to 7 % performance against the 50% objective led to banks serious consideration of early retirement.

- a) Is this objective a well – stated one? Why or why not?
- b) If you were the president, how would you resolve the dispute between bank and the personnel unit?