

GUJARAT TECHNOLOGICAL UNIVERSITY

M.B.A –III SEMESTER–EXAMINATION MAY- 2012

Subject code: 2830301

Date: 31/05/2012

Subject Name: Change Management and Organizational Development

Time:2:30 pm – 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.

Q.1	(a)	Explain Briefly	14
		1. Change Management	
		2. Self Managed Teams	
		3. Corporate Entropy	
		4. Cross functional team	
		5. Transactional Analysis	
		6. Organization Transformation	
		7. Group Think	
Q.2	(a)	Why implementation of change is difficult? What role CM & OD plays in implementing a change?	07
	(b)	Explain the model of Adaptive Orientation	07
		OR	
	(b)	Explain the Systems approach	07
Q.3	(a)	Explain perception formation from the view point of practitioner-client relationship and its effect of relationships	07
	(b)	Explain any 2 models used for diagnosis by the OD consultant	07
		OR	
Q.3	(a)	Meaning of OD and its basic characteristics. How OD is different from Change Management	07
	(b)	Explain the restraining forces which blocks the implementation of the change programs	07
Q.4	(a)	Explain various types of process consulting interventions	07
	(b)	Explain how stream analysis can be used in an OD program	07
		OR	
Q.4	(a)	Identify and explain stress management intervention. Explain in brief Johari window model	07
	(b)	Explain 6 steps in the team development process.	07
Q.5	(a)	How can a manager develop an organizational culture that encourages a high performing systems or a learning organization	07
	(b)	Suppose you receive a new job offer. What cultural factors would you consider in making a decision	07
		OR	
Q.5	(a)	Explain strategy-culture Matrix	07
	(b)	Is OD a Fad or a Discipline? - Explain	07
