

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-III • EXAMINATION – WINTER • 2014

Subject Code: 2830301

Date: 09-12-2014

**Subject Name: Change Management and Organizational Development
(CM&OD)**

Time: 10:30 am - 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.

- Q.1** (a) What is Organization Development? Identify and explain five stages of Organization Development. **07**
(b) Prepare a note on OD practitioner styles **07**
- Q.2** (a) Discuss the various challenges being faced by HR Manager while implementing change in an organization. **07**
(b) Define the meaning of Diagnosis. Elucidate the diagnostic process. **07**
- OR**
- (b) Compare and contrast the interview and survey methods of data collection. **07**
- Q.3** (a) Discuss different strategies to lessen resistance to change. **07**
(b) Explain the significance of Johari Window Model to OD Practitioner with the help of diagram. **07**
- OR**
- Q.3** (a) Explain different types of Process Interventions. **07**
(b) Elaborate major sources of stress. **07**
- Q.4** (a) Explain the steps in a career life planning program. **07**
(b) Compare and contrast Organization Development and Organization Transformation. **07**
- OR**
- Q.4** (a) Identify the six steps in the team development process. **07**
(b) Explain the concept of strategic change management. Also discuss its usefulness to OD Practitioners. **07**
- Q.5** (a) Identify the future trends in Organizational Development. **07**
(b) Define the term “Role Analysis”. Discuss the steps involved in Role Analysis. **07**
- OR**
- Q.5** (a) Briefly discuss importance of employee empowerment. **07**
(b) Prepare a note on T-Group training. **07**
