

00208

**MASTER OF BUSINESS ADMINISTRATION
(NETWORK INFRASTRUCTURE
MANAGEMENT)
(MBANIM)**

**Term-End Examination
December, 2011**

**MCR-014 : ORGANISATIONAL DESIGN
DEVELOPMENT AND CHANGE**

Time : 3 hours

Maximum Marks : 100

Note : Attempt any five questions

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1. Difine Organisational Development. What are the characteristics of Organisational Development ? Explain techno-structural approach to organisational development. **20**

 2. Explain the meaning and purpose of organisational design. Describe the factors which affect organisational design. Illustrate your answer with suitable examples. **20**

 3. (a) Distinguish between functional organisation and product organisation. **20**
(b) Explain the concept of partnering.

4. (a) Explain the difficulties encountered by management in attempting to redesign existing jobs as compared to designing new jobs. 20
- (b) Is personal goal setting possible without feedback ? Comment.
5. Define organisational diagnosis. Describe its objectives. Discuss the techniques used for analysis. 20
6. Describe the role of institutional building in organisational development. Discuss two best tools which may be used to conduct organisational diagnosis. 20
7. Which forces in the external environment exert the most powerful influence on organisational change ? Why are the top level executives the last to recognise the need for change ? 20
8. Write notes on the following : 20
- (a) T group training
- (b) Task force
- (c) Phases of planned change