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MMPH-005

**MASTER OF BUSINESS
ADMINISTRATION (MBA)/POST
GRADUATE DIPLOMA IN HRM
(PGDIHRM)**

Term-End Examination

December, 2023

**MMPH-005 : ORGANISATIONAL DEVELOPMENT
AND CHANGE**

Time : 3 Hours

Maximum Marks : 100

Weightage : 70%

Note : (i) *Attempt any five questions*

(ii) *All questions carry equal marks.*

1. Describe and discuss the skills and competencies required for a change agent.

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2. What is process-based change ? Explain in detail Total Quality Management as a tool for bringing change in the organization.
3. What is organizational diagnosis ? Describe and discuss how workshop methodology, task forces and assessment centres help in analyzing an organization. Explain with relevant examples.
4. Briefly explain the classification of OD Interventions as proposed by Blake and Mouton. Discuss and describe team building and T-Group training as an OD intervention.
5. Explain the objectives of organizational development. Briefly discuss and describe stages of organizational development.
6. Briefly discuss the purpose of merger and acquisitions and identify the alternative strategies to achieve the same objectives as mergers and acquisitions.

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7. What is organisational analysis ? Discuss any *two* techniques of organisational analysis.

8. What is the purpose and context of evaluating a change ? Explain the strategies and approaches in evaluating change.