

**Department of Management**  
**MBA Semester III Examination (2017)**  
**Organization Change & Development**  
**MBA-GE-HR-04**

**Time: 3 Hrs**

**Max. Marks - 75**

**Please answer any five questions. All questions carry equal marks (15X5=75)**

1. Discuss how OD has evolved over a period of time. How Organization Development initiatives can help in making Organizations becoming high performing?
2. What kind of resistances develop in implementation of Organizational Change? How can the change resistances be managed? Discuss with the help of the different change curves that a change program can take for managing resistances to change.
3. When does organizational change becomes necessary in organizations? What external factors can trigger a need for organizational change?
4. What is OD intervention? What are the various process interventions? Discuss any process intervention in detail that can be implemented for performance improvement of organizations.
5. What are the essentials for successfully leading a change program / initiative?
6. What is Appreciative Inquiry? How it can help in making organizations better?
7. What are the important competencies of an OD consultant? What are the ethical issues in OD Consultation?
8. Discuss why correct diagnosis of organizational problems are helpful in making change program successful?