

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA. Sem-III Regular Examination January 2011

Subject code: 830301

Subject Name: Change Management and Organization Development

Date: 06 /01 /2011

Time: 10.30 am – 01.00 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) Identify and explain the five stages of organization development **07**
(b) What is concept of ‘The system approach’ in relation to Organization Renewal (Adapting to change) **07**
- Q.2** (a) Identify the key factors in cultural change. What are the Goals and Values of OD? **07**
(b) What is the basic purpose/ Objective of OD in terms of –Forming the Practitioner-client Relationship. **07**
- OR**
- (b) Enumerate the basic Diagnosis Models & explain in brief **07**
- Q.3** (a) What strategies (lesson to résistance) might be used in gaining acceptance for an OD program? **07**
(b) Enumerate Types of process Interventions and explain in brief **07**
- OR**
- Q.3** (a) With the help of diagram ,explain the concept of an integrated approach to change **07**
(b) What are the objectives of laboratory training? **07**
- Q.4** (a) Identify the symptoms of groupthink. Explain how groupthink can be avoided through team development. **07**
(b) What are intergroup development interventions? Enumerate and explain in brief. **07**
- OR**
- Q.4** (a) Identify and discuss the major factors in effective goal setting **07**
(b) What are some problems that organizations might have in implementing the concept of self managed team? **07**
- Q.5** (a) What is concept of system wide OD intervention techniques? Enumerate and explain in brief. **07**
(b) What is a concept of the strategy –Culture Matrix Explain in brief? **07**
- OR**
- Q.5** (a) What is concept of monitor and stabilize action programs ? **07**
(b) Write Short Notes on- **07**
(a) Grid OD
(b) The Third Wave
