

UGANDA MARTYRS UNIVERSITY, LUBAGA, MASAKA AND MBALE
CAMPUSES

FACULTY OF BUSINESS ADMINISTRATION AND MANAGEMENT

DEPARTMENT OF MANAGEMENT SCIENCE &
ENTREPRENEURSHIP

MBA PT II

SEMESTER TWO 2023/2024

COURSE UNIT: ORGANIZATIONAL DEVELOPMENT & CHANGE

CODE: MBA7229

DATE: 7TH OCTOBER, 2023

TIME: 3 HOURS

Instructions:

- Read each question carefully before you answer.
- Attempt any Four Questions
- Apportion your time according to the marks allocated for the question.
- Answer the questions that you feel you can obtain the most marks.
- Number the answers to the questions clearly before answering.
- Please write as neatly as possible as illegible handwriting cannot be marked
- **Don't write anything on the question paper.**

Question One

- (a) You are walking around campus and you meet students of MPH, M.A Development students and M.A Education discussing the relevance of their courses and question why you are pursuing a MBA especially the course unit Organizational development and change. Respond to the contention? **(15 marks)**
- (b) Under what circumstances may you consider the different principles in designing a socio-technical system in a contemporary organization? **(10 marks)**

Question Two

You have been offered employment as a consultant OD-C in an organization of your choice. Your first assignment by your supervisor is to prepare and present a concept paper on the theme Technology and Organizational Development. Present this in a report format highlighting how technology has influenced the way organizations run, benefits and limitations of technology in organizational development. **(25 Marks)**

Question Three

- (i) Under what circumstances is an organization likely to derive benefits from enhancing professional values. **(10 marks)**
- (ii) Briefly state and explain key values manifested in organizational development. **(5 Marks)**
- (iii) Discuss the factors that usually influence ethical judgments in contemporary organizations. **(10 marks)**

Question Four

Change has gained wide spread recognition as a key aspect in management towards the realization of organization effectiveness. What remain unclear to many managers though are reasons to why many times employees resist the notion. As an expert in organizational development and change explain possible reasons to as why

employees are likely to resist the concept while critically advancing strategies that could be effected to overcome the resistance and finally its adoption. **(25 Marks)**

Question Five

- (i) After successful completion of the course unit organizational development and change, you graduate as specialist in that respective discipline and you are appointed manager OD and later tasked to hire an assistant to the title. Clearly mirror the key competencies that will definitely interest you in search for this assistant. **(5marks)**
- (ii) With relevant illustrations, discuss the phases of organizational development processes known to you. **(14 marks)**
- (iii) Briefly explain the challenges that are usually encountered in cultural changes in organizations **(6 marks)**

Question Six

Write short notes on the following

- (i) Kurt Lewin's change model & Action Research model
- (ii) Organizational development maps
- (iii) Mergers and Acquisitions
- (iv) Learning organizations
- (v) Drivers of organizational cultural change **5 marks@**