

Reg. No. :

--	--	--	--	--	--	--	--	--	--	--	--	--

Question Paper Code:6313390

M.B.A. DEGREE EXAMINATIONS, NOV/ DEC 2024
Third Semester
Master of Business Administration
P23BAEH3 - ORGANIZATIONAL DESIGN, CHANGE AND
DEVELOPMENT
(Regulation 2023)

Time: Three Hours

Maximum: 100 Marks

Answer ALL questions

PART – A

(10 x 2 = 20 Marks)

1. What is differentiation in organizational design?
2. Define mutual adjustment in organizational design.
3. List any two individual forces that drive organizational change.
4. What is resistance to change?
5. What is organizational development (OD)?
6. Name any two foundations of organizational development.
7. What is team building in OD interventions?
8. Define process consultation.
9. What is organizational learning?
10. What is organizational transformation?

PART – B

(5 x 16 = 80 Marks)

11. (a) Discuss the impact of technological and environmental factors on organizational design. (16)

(OR)

- (b) Compare mechanistic structures with organic structures by providing suitable examples. (16)

12. (a) Analyze the change process in organizations. Provide an example of how organizations deal with resistance to change. (16)

(OR)

- (b) Examine the different models of change and their relevance in modern organizations. (16)

13. (a) Explain the process of organizational development (OD). How is OD managed effectively in an organization? (16)

(OR)

- (b) Discuss the various techniques used in the diagnosis stage of organizational development. (16)

14. (a) Evaluate the role of human process interventions in organizational development. (16)

(OR)

- (b) How do innovation, entrepreneurship, and creativity affect organizational development? Discuss with examples. (16)

15. (a) Compare different models of organizational transformation. (16)

(OR)

- (b) Discuss the importance of organizational learning in achieving sustainable development. (16)