

MMS/D-16
ORGANIZATIONAL CHANGE AND INTERVENTION ANALYSIS
PAPER-HRM-304

Time Allowed: 3 Hours

Maximum Marks: 70

Note: Attempt any eight questions from part-A. And any three Questions from part-B.

Part-A

1. Differentiate between planned and unplanned change. Use examples also.
2. Identify the common drawbacks which hampers the successful implementation of organizational change.
3. Figure out the widely observed change triggers in contemporary organizations.
4. Throw light on the varied types of resistance to change in modern time as suggested by change management experts.
5. Define OD. How the concept of Organisational Development is different from Management Development Program?
6. What is Business Process Re-engineering? Discuss its contribution as an OD intervention.
7. Define Organisational Life Cycle Analysis? How it is instrumental for OD Professionals?
8. Analysis the role of OD Consultant in Diagnosis phase of OD Program.
9. Enlist the principles of Organisational Development followed for Individuals and organizations as whole.
10. Discuss the technique of Organisational Restructuring in the context of globalization.

Part-B

11. "Today organizations all over the world operate in a hyperturbulent change intensive environment." In lieu of the statement, suggest what kind of change

processes or measures contemporary organizations need to take to ensure continued success of the firm?

12. What are the key elements for successful organizational change? Explain the various trouble shooting exercises necessary for organizational change.
13. What is Process Consultation? Discuss how it is conducted in organizations? Also throw light on its scope as well as its significance as an OD intervention.
14. Figure out the critical issues and challenges which characterise the future of Organisational Development for contemporary organizations.
15. Elaborate some of the modern OD interventions and the situations under which they are preferred by the organizational development consultants.