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COER University

END SEMESTER EXAMINATION, EVEN SEM 2022-23

Time : 3 hours

Program Name : MBA

Course Name : Organizational Change and Development

Total Marks : 100

Semester : IV

Course Code : SOB 618

Note: All questions are compulsory. No student is allowed to leave the examination hall before the completion of the time.

Q. No 1	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	What is Organizational Structure? Explain features of good organizational structure.	CO 1	2
(b)	Outline the role of Organizational Culture in an organization.	CO 1	2
(c)	Explain the concept and importance of organizational change.	CO 1	2
(d)	State the difference between efficiency and effectiveness.	CO 1	2
(e)	Recognize the difference between Specific and General Organizational Environment.	CO 1	2

Q. No 2	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Define Organisational Design. Also explain its features.	CO 2	2,3
(b)	Explain in detail the challenges faced by organizations in a changing global framework.	CO 2	2
(c)	Describe boundary-less organization in detail.	CO 2	2
(d)	Explain the advantages of a functional organizational structure over divisional organizational structure.	CO 2	3
(e)	Express the advantages of a matrix organizational structure.	CO 2	3

Q. No 3	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Write short note on any two) 1) Change Agent 2) Planned change 3) Unplanned change	CO 3	3
(b)	What are the various stimulating factors for organizational change?	CO 3	3
(c)	What is re-engineering? Describe its importance for an organization.	CO 3	3
(d)	Estimate the time and resources required for organizational change.	CO 3	3
(e)	How can organizations overcome resistance to change at the organizational level? Extrapolate in your own words.	CO 3	3

Q. No 4	Attempt Any Two Parts. Each Question Carries 10 Marks.	CO	BL
(a)	Discover how can organizations extend the impact of Organizational Development across different departments and teams.	CO 4	4
(b)	What is Action Research? Explain action research process.	CO 4	3,4
(c)	Organizations can add value through innovation. Demonstrate by citing an example.	CO 4	4

Q. No 5	Attempt Any Two Parts. Each Question Carries 10 Marks.	CO	BL
(a)	Explain the process of Organizational Transformation with suitable example.	CO 5	4,5
(b)	Write a detailed note on Sensitivity Training and Greiner's model of Organizational Growth	CO 5	4,5
(c)	Explore the role of learning organization in promoting organizational transformation.	CO 5	5

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