

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Academic Year: 2011-2012

Subject: Managing Change In Organisation

Date: 2.1.2012

Semester II

Marks: 70

Time: 11.00 a.m to 2.00 p.m

Course old

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB: Answer to each question to be started on a fresh page.

Figure in brackets indicate full marks.

Question (1) Attempt any 2 out of 3 (10 Marks)

- a) What are the issues involved in planning and conducting an evaluation?
- b) Explain change as a learning process.
- c) Sources of resistance to change in an organization. (short note)

Question (2) Write Short notes on any 2 out of 5 (10 Marks)

- a) Myers-Briggs type indicator
- b) Efficiency evaluation
- c) Motivation change model
- d) Process consultation
- e) External consultant

Question (3) Attempt any 3 out of 5 (30 Marks)

- a) Explain the process of transformational change and the pre-requisites and the steps involved in it.
- b) Explain the role of Chief-Implementor.
- c) Discuss Functionality and dysfunctionality of culture.
- d) What do you mean by Archival methods and unobtrusive measures. Explain.
- e) Why should OD group and OD steering committee be formed?

Question (4) Answer both the questions (20 Marks)

- a) Why do people in organizations tend to resist change? Explain instances of resistance to change in your organization and the effectiveness of Management strategies to overcome the resistance.
- b) Describe how one can diagnose through projective methods.