

Narsee Monjee Institute of Management Studies
Deemed University
School of Distance Learning
Managing change in Organisations (New Course)
DHRM/PGDHRM
Sem II

Date : 10/11/2006

Time : 11 am to 2 pm

Marks : 100

Answer any five out of the following ten questions & each carry 20 marks

- Q.1 Explain the process of transformational changes in organization and the pre-requisites and the step involved in it.
- Q.2 What are the sources of resistance? Explain the coping mechanisms to resist the change.
- Q.3 Differentiate between Individual and Group Interviewing techniques
- Q.4 What is an OD intervention? Explain different types of intervention.
- Q.5 Which are the ten dimensions that bring about organizational change through role efficacy?
- Q.6 What are the underlying values of process consultation? Explain the general strategy.
- Q.7 Explain the concept of evaluation and elucidate briefly the basic components of evaluation.
- Q.8 Describe the strength and weaknesses of the Indian culture in the present scenario.
- Q.9 Explain the work redesign in a manufacturing organization.
- Q. 10 Write Short Notes on any **Two** of the following
- a) Survey Feedback
 - b) Role of Internal Change Agent
 - c) Intervention Planning
 - d) S-P-S-T- Model
