

VPM's
DR VN BRIMS, Thane
Programme: MMS (2015-17)
Fourth Semester Examination April 2017

Subject	CHANGE MANAGEMENT (HR)		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	15.04.2017

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

Explain the eight-step model for managing change

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) explain the types of change
- b) give some examples when organisation need to change
- c) what is innovation

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) what are the stages in team development. Explain in detail
- b) how should hr department handle downsizing
- c) how do employees react to change

Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) How do you empower employees for broad-based action
- b) explain change triggers
- c) from the hr point of view, mention do's and dont's during M&A

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) what are the characteristics of a good change implementation plan
- b) what are the characteristics of change-ready individuals
- c) Explain the role of HR in driving continuous change

Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) what should the change implementation specify
- b) how should the termination interview be handled
- c) explain how you will monitor internal and external realities in continuous change

Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) mention the four basic strategies of change management
- b) what are the leadership challenges in Managing change in organisations
- c) in change management, why are short-term wins important