

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2017-19)**  
**Fourth Semester Examination April 2019**

<b>Subject</b>	<b>OD &amp; CHANGE MANAGEMENT (HR)</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>1</b>	<b>Date</b>	<b>22.04.2019</b>

**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 organization needs to change
- c) How do employees react to change?

**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) What is innovation?

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

- a) Explain the role of HR in driving continuous change
- b) Explain change triggers
- c) From the hr point of view, mention do's and don'ts 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) In change management, why are short-term wins important?
- c) How do you empower employees for broad-based action?

**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 organizations?
- c) What are the characteristics of change-ready individuals?