

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2018-20) – HR SPECIALISATION
Trimester IV Examination September 2019

Subject	ORGANISATIONAL CHANGE & OD INTERVENTION		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages		Date	05-10-2019

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

Q1) 20 Marks (Compulsory)

Explain with an example Kotter's 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) What should the change implementation specify?
- b) How should HR department handle downsizing?
- 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) Give some examples when organizations need to change?
- 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 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) 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) Mention the four basic strategies of change management
- 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) Explain the types of change?

b) What are the characteristics of change-ready individuals?

c) What are the leadership challenges in managing change in organizations?