

**GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)**



Time: 3 hrs

M.B.A. (Fourth Semester) Regular Examinations, May – 2025
23MBAHR24021 - Organizational Development and Change
(MBA)

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 5 = 10 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. Define organizational change.	CO1	K1
b. Outline the two reasons for resistance to change.	CO2	K2
c. Differentiate between organizational culture and organizational change.	CO2	K2
d. State few objectives of organizational development.	CO2	K2
e. List out the benefits of OD interventions.	CO2	K2

PART – B**(10 x 5 = 50 Marks)**Answer **all the** questions

	Marks	CO #	Blooms Level
2. a. Elaborate the different internal and external forces of change.	10	CO1	K3
OR			
b. Discuss the various level of change programmes.	10	CO1	K2
3. a. Briefly explain the various model of change.	10	CO2	K2
OR			
b. Impact of change on various organisations with suitable examples.	10	CO2	K3
4. a. Analyse the assumptions and values of organizational development on the basis of individual, groups and organizations perspective.	10	CO3	K4
OR			
b. Describe 10 keys to effective change management.	10	CO3	K3
5. a. Discuss the various model of OD action research: -	10	CO4	K2
i. Kurt Lewins model.			
ii. Leavitts system model.			
OR			
b. Discuss the process of OD. List out the various effectiveness of organisational development.	10	CO4	K3
6. a. Briefly describe the classification of Organizational Development (OD) interventions and their usefulness to an organization.	10	CO5	K4
OR			
b. How do Organizational Development (OD) intergroup development interventions enhance cooperation and communication between different teams or groups within an organization?	10	CO5	K4

End of Paper