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**Master of Commerce 4th Semester
Examination**

1047

**HUMAN RESOURCE MANAGEMENT
Organisational Change and Development**

(Same for USOL Candidates)

Paper : MC-407

(Group B)

Time : 3 Hours]

[Max. Marks : 80

Note :- Attempt *five* questions in all, selecting at least *one* question from each Unit. All questions carry equal marks.

Unit-I

1. Discuss the types of organizational change. What are the various factors that are impacting change in today's organizations ? Also discuss the factors which act as barriers to change.

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(1)

Turn Over

2. Define the term 'Organisational Development'. How can OD help to improve the functioning of an organization ?
3. Write notes on the following :
 - (a) Lewin's Three Step Model of change
 - (b) Parallel Learning Structures

Unit-II

4. Responsibility Charting helps to clarify who is responsible for what on various decisions and actions ? Discuss.
5. What do you understand by Human Process Interventions ? Also discuss the specific uses and advantages of these interventions.
6. Differentiate between coaching and mentoring. Discuss, how mentoring can be a useful OD intervention.

Unit-III

7. Explain the concept of work design. Enlist and elaborate the various parameters to be considered while designing a particular task.
8. Strategic Interventions link the internal functioning of the organization to the larger environment. Elaborate the statement.

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Unit-IV

9. Discuss the various styles that OD practitioners use in the client organisation. Also discuss the critical issues related to practitioner-client relationship in an organization.
10. Write a detailed note on the emerging scenario for OD in light of the changing business environment.