**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN) 2022**

**DHR/DIPHRD 204: ORGANIZATIONAL CHANGE**

**AND DEVELOPMENT**

**Time**: 3 Hours **Total Marks**:70

*The figures in the right-hand margin indicate marks for the individual question.*

*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

1. Answer the following questions: 1x3=3

1. To implement a successful change, which of the following is **not** important?
2. Pressure for Change
3. A clear, shared vision
4. Individual identity
5. Capacity for change
6. Which of the following is **not** considered as an organizational resistance?
7. structural inertia
8. threat to expertise
9. practices
10. group inertia
11. Which of the following is **not** a part of Kurt Lewin’s three steps for organizational change?
12. unfreezing
13. work redesign
14. movement to a new state
15. refreezing

2. Answer **any six** of the following question: 2x6=12

1. What is organizational development?
2. What are the features of organizational change?
3. What is planned progression?
4. What is job rotation?
5. Define MBO.

**P.T.O.**

1. What is intergroup intervention?
2. What is coaching?

3. Answer **any five** of the following questions: 5x5=25

1. What is a learning organization?
2. Explain any five techniques in overcoming resistance to change.
3. Explain any one OD techniques.
4. What is planned change?
5. What are the key features of a successful team?
6. Explain an open system in organization development.
7. What are the responsibilities of a team leader in OD?

4. Answer **any three** of the following questions: 10x3=30

1. Discuss the dynamics of change process. Identify the various external and internal forces for the change process.
2. Describe the characteristics and process of organization development.
3. What is the need of action planning in an organization?
4. Discuss the trends and challenges that may affect future managers working in an organization.
5. What is OD intervention? Briefly describe the various OD interventions in an organization.
6. Discuss the significance of an open university in the realm of changing educational paradigm.

\*\*\*