

Register Number:

MBA DEGREE EXAMINATIONS: APRIL/MAY 2014

(Regulation 2012)

Third Semester

MASTER OF BUSINESS ADMINISTRATION

MBA649: Organizational Development and Transformation

Time: Three Hours

Maximum Marks: 100

Case Study:-

PART A (1 x 20 = 20 Marks)

1. The Managing Director of a well established textile manufacturing unit plan to introduce new imported machines and modern methods of production. The workers in the factory numbering around 2500 are fearful of the change brought out and hence register in many ways. As an OD consultant, how did you advise the top management to tackle the problems? What OD interventions would you suggests and how would you put into the action the same.

Answer all the Questions:-

PART B (10 x 2 = 20 Marks)

2. Define OD
3. Differentiate development and transformation
4. What is organizational culture
5. Define QEL
6. List the fundamental strengths of OD
7. Why research on OD is required?
8. Define quality circle
9. Define succession plan
10. What are the elements of Organizational Transformation
11. List the types of organizational transformation.

PART C (4 x 15 = 60 Marks)

12. a) Explain the various ways of diagnosing OD with different dimensions

(OR)

- b) How sensitivity training is adopted by OD specialists in development of organization

13. a) Elucidate the problems and challenges for OD with few suggested techniques to overcome it.

(OR)

- b) As an OD consultant of a large scale manufacturing unit, which model will you adopt to bring out a transformational change? Explain and justify

14. a) Discuss the role of power and politics in OD

(OR)

- b) What is career plateau, what are its components, what are the pivotal considerations to be taken care while determining the same?

15. a) Explain the different dimensions and measurement for work and life balance.

(OR)

- b) Elucidate the different models for organizational transformation and decision making
