



## उत्तराखण्ड मुक्त विश्वविद्यालय हल्द्वानी (नैनीताल)

Programme Name-PGDHRM-First Semester

Programme Code- PGDHRM-17

Course Name- Organisational Change and Development

Course Code-MS 303

Maximum Marks-30

Session - 2017-18, Summer Last Date of Submission: 31<sup>st</sup> October 2017

Session - 2017-18, Winter Last Date of Submission: 30<sup>th</sup> April 2018

### Section-A

Section 'A' contains 08 short answer type questions of 2.5 marks each. Learners are required to answers 4 questions only. Answers of short answer-type questions must be restricted to 250 words approximately.

Discuss the following (1-8) –

1. Types of Change.
2. Kurt Lewin's Model of Change.
3. Managing Organizational Culture.
4. Levels of change.
5. OD Models.
6. Organizational Politics.
7. Knowledge organizations.
8. Organizational learning.

### Section-B

Section 'B' contains 04 long answer-type questions of 05 marks each. Learners are required to answers 02 questions only.

1. You are working as a manager in some organization and you are required to implement change in the existing method of Training and Development. Make a proposal to this effect and list out various resisting agents and supporting agents that you may observe.
2. Under what conditions does resistance to change develop? Does it show lack of awareness in those who resist. Suggest various methods of management of change.
3. After studying the diagnostic six-box model of the OD Programme, develop a proposal for implementing the same in your organization. Examine whether the problem identified is worth the implementation of an OD programme.
4. Change is important for any organization. What activities would take place during the implementation of change with a view to transform your organization into learning organization?