

THE KAVERY ENGINEERING COLLEGE*(An Autonomous Institution)***MBA DEGREE END SEMESTER THEORY EXAMINATIONS, APRIL-MAY 2025***Third Semester**Master of Business Administration***BA4017 – Organizational Design, Change and Development***Regulations – 2021***Duration : 3 Hrs****Maximum : 100 Marks****PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)**

Q.No	Questions	BLT	CO	Marks
1.	Define organizational design.	L1	1	2
2.	Compare mechanistic and organic structure.	L2	1	2
3.	What are the forces that influence organizational change?	L1	2	2
4.	List some of the reasons for resistance to change.	L1	2	2
5.	Explain the term organizational development.	L2	3	2
6.	Name the different phases of organizational development.	L1	3	2
7.	Relate how technological intervention transforms the organization.	L2	4	2
8.	What is individual and group OD intervention?	L1	4	2
9.	Explain the concept of organizational life cycle.	L2	5	2
10.	What is intrapreneurship?	L1	5	2

PART – B (ANSWER ALL QUESTIONS) (Marks 5*16 = 80)

Q.No	Questions	BLT	CO	Marks
11. a	Summarize the determinants, components and types of organizational design.	L2	1	16
	Or			
b	Relate the technological and environmental impact on organizational design and suggest ways to create high performing organizational structure.	L2	1	16
12. a	The HR Managers act as a change agent to facilitate change in the organization. Outline the process, functions and responsibilities of change agent.	L2	2	16
	Or			
b	Resistance to change is inevitable in an organization. Interpret the various measures and select the suitable one to overcome the resistance.	L2	2	16

13.	a	As an OD consultant, Organize the implications of OD values and assumptions with suitable examples.	L3	3	16
		Or			
	b	Apply the six box model technique for assessing the functions of organizational development.	L3	3	16
14.	a	Identify the steps involved in team intervention. Also explain the advantages and disadvantages of team intervention.	L3	4	16
		Or			
	b	Demonstrate the necessity of OD intervention and its outcome. Also explain the sensitivity training with its merits and demerits.	L3	4	16
15.	a	Categorize the different stages of organizational life cycle and illustrate the challenges faced by the organization in each stage.	L4	5	16
		Or			
	b	Discover the measures to be taken by the organization for enhancing the innovation and creativity among its employees.	L4	5	16