

THE KAVERY ENGINEERING COLLEGE*(An Autonomous Institution)***M.B.A DEGREE END SEMESTER THEORY EXAMINATIONS, APR/MAY 2026****Third Semester****Business Administration****PMBE2421 – ORGANIZATIONAL DESIGN, CHANGE AND DEVELOPMENT****Regulations - 2024****Duration : 3 Hrs****Maximum : 100 Marks****PART – A(ANSWER ALL QUESTIONS) (Marks 10*2=20)**

Q.No	Questions	BLT	CO	Marks
1.	What are the basic challenges of organizational design?	L1	1	2
2.	Define Organic structures.	L1	1	2
3.	Recall about resistance to change.	L1	2	2
4.	List out the types of organizational change.	L1	2	2
5.	Outline about organizational diagnosis.	L2	3	2
6.	Mention any two techniques of OD interventions.	L1	3	2
7.	What is sensitivity training?	L1	4	2
8.	Identify any two objectives of team building in OD.	L3	4	2
9.	Omit the stages of organizational life cycle.	L1	5	2
10.	Why organizational learning is important?	L2	5	2

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

Q.No	Questions	BLT	CO	Marks
11. a	i Explain the determinants and components of organizational design.	L2	1	8
	ii Examine the importance of technological and environmental impacts on design.	L4	1	8
Or				
b	i List the importance of integration, differentiation, centralization, and decentralization in organizational design.	L4	1	8
	ii Infer the success and failures in design with suitable examples.	L2	1	8
12. a	i Summarize the meaning and forces of organizational change.	L2	2	8
	ii Appraise the techniques to overcome resistance to change.	L4	2	8
Or				
b	i Describe the models of organizational change.	L2	2	8
	ii Simplify how change programs and job redesign help in managing change.	L4	2	8
13. a	i Outline the foundations and phases of organizational development.	L2	3	8
	ii Classify the various diagnostic techniques used in OD.	L4	3	8
Or				
b	i Interpret the process of organizational development.	L2	3	8
	ii Categories the role of questionnaires, interviews, and workshops in OD.	L4	3	8
14. a	i Demonstrate the human process interventions in OD.	L2	4	8

ii	Contrast the role of team building and inter-group development in OD.	L4	4	8
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Or

b	i	Illustrate the structure and technological interventions in OD.	L2	4	8
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ii	Discover the significance of survey feedback and process consultation in OD interventions.	L4	4	8
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15.	a	i	Relate the different models of transformation in organizational evolution.	L2	5	8
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ii	Discuss the implications of HR and creativity in organizational sustenance.	L4	5	8
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Or

b	i	Classify the different the different stages of organizational life cycle with suitable examples.	L4	5	8
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ii	Compare the innovation and intrapreneurship as tools for organizational growth.	L2	5	8
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