

THE KAVERY ENGINEERING COLLEGE*(An Autonomous Institution)***MBA DEGREE END SEMESTER THEORY EXAMINATIONS, NOV/DEC 2025***Third Semester**Master of 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)**

<i>Q.No</i>	<i>Questions</i>	<i>BTL</i>	<i>CO</i>	<i>Marks</i>
1.	Write any two advantages of decentralization.	L1	1	2
2.	Outline the technological impacts on design.	L2	1	2
3.	Define organizational change.	L1	2	2
4.	Summarize the term job redesign.	L2	2	2
5.	Why task force is important in the context of OD?	L1	3	2
6.	What are the foundations of OD?	L1	3	2
7.	Infer the sensitivity training.	L2	4	2
8.	Mention any two objectives of team building.	L1	4	2
9.	List the models of organizational decision making.	L1	5	2
10.	Recall the term Intrapreneurship.	L1	5	2

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

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
11.	a Organize the determinants and components of organizational design with suitable examples.	L3	1	16
	Or			
	b A manufacturing firm with a traditional hierarchy plans to adopt digital tools and a flatter structure. As a management consultant, propose an organizational design approach addressing differentiation, integration, and mutual adjustment.	L3	1	16
12.	a "Effective management of resistance is the key to successful organizational change." Discuss this statement with reference to real-world examples.	L3	2	16
	Or			
	b A traditional company facing digital transformation is experiencing employee resistance. As a change consultant, suggest a model of change and techniques to manage the transition smoothly.	L3	2	16
13.	a "Organizational Development is a continuous process aimed at improving both people and processes". Analyze this statement by linking the evolution, process, and feedback mechanisms of OD.	L4	3	16

Or

	b	Examine the methods of collecting, analyzing, and interpreting diagnostic data in OD.	L4	3	16
14.	a	Evaluate the role of human process interventions in improving interpersonal and group relationships.	L5	4	16
		Or			
	b	Determine the application of process consultation and survey feedback as effective OD tools.	L5	4	16
15.	a	Explain the Organizational Life Cycle stages with detailed examples.	L2	5	16
		Or			
	b	How organizational learning will impact on Organizational Development. Discuss.	L2	5	16