

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)

Chromepet, Chennai - 600 044.

M.A. HRM - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - II

24PHRCT2008 - Organisational Change & Development

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. What are the characteristics of effective organisational change?
2. Explain the competencies of a change agent.
3. Predict the need for quality circles in organisations.
4. Interpret the role of organisational development in any non-industrial setting of your choice.
5. Illustrate and explain the Marvin Weisberg "Six Box Model".
6. Predict the role of interpersonal interventions in managing stress.
7. Explain the features of third-party interventions.
8. Examine the need for celebrating women in OD.

Section C

I - Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Describe the various methods used for overcoming resistance to change.
10. Relate the components of Nadler and Tushman model and discuss their role in improving organisational performance.
11. Determine the importance of career planning and development.
12. Distinguish between role analysis and role negotiation.

II - Compulsory question ($1 \times 10 = 10$ Marks)

13. Justify the significance of Value and Ethics in Organisation Development.
