

QP CODE: 25805061



Reg No :

Name :

MBA DEGREE EXAMINATION, NOVEMBER 2025

Third Semester

Master of Business Administration

ELECTIVE - 24MB03FE23 - ORGANISATIONAL CHANGE & TRANSFORMATION

2024 Admission Onwards

98F7CC06

Time: 3 Hours

Maximum Marks: 60

Part A

*Answer any **five** questions. Each question carries **2** marks.*

1. What are the two broad ways in which change is classified?
2. What is recreational change?
3. What are the steps involved in a team building process ?
4. State the importance of Johari window.
5. Stae the importance of Diagnosis.
6. What do you mean by Survey feedback?
7. State few methods to overcome change.

(5×2 = 10 Marks)

Part B

*Answer any **five** questions. Each question carries **6** marks.*

8. Explain the organizational factors affecting change.
9. Explain the global perspectives related to change.
10. Summarize the Ego States with suitable examples.
11. Explain the steps in the OD process.
12. Summarize Blake and Mouton's Managerial Grid .
13. Explain the various reasons contributing to individual resistance .
14. Summarize the Porras and Robertson change model.

(5×6 = 30 Marks)

Turn Over





Part C

Answer any **two** questions. Each question carries **10** marks.

Question number 17 is compulsory .

15. You have been appointed as an internal change agent for a digital transformation project in your company.

Question:

Evaluate the competencies and behaviors you would need to demonstrate to ensure credibility and effectiveness in this role.

16. During a company-wide rebranding, unclear messaging from top management has created confusion and rumor among employees.

Question:

Evaluate the current communication process and recommend how it could be redesigned to support smoother change adoption.

Compulsory Question

17. A change initiative is led by *Sara*, a mid-level manager passionate about innovation. However, her peers perceive her as “too ambitious” and have started excluding her from informal meetings.

Question:

Critique how leadership and OD consultants could support Sara while addressing underlying team dynamics that threaten the change effort.

(2×10 = 20 Marks)

