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Reg. No.....

Name.....

M.A. (H.R.M.)/M.H.R.M. DEGREE EXAMINATION, APRIL 2026

Second Semester

CC 14—INNOVATION AND CHANGE MANAGEMENT

(M.A.(HRM)—2025 Admissions—Regular/2024 Admissions—Improvement/2024-2021
Admissions—Supplementary, MHRM—2020 Admissions First Mercy Chance/2019
Admissions—Second Mercy Chance/2018 Admissions—Final Mercy Chance)

Time : Three Hours

Maximum Marks : 60

Section A

*Answer any **five** questions.
Each question carries 3 marks.*

1. Define process innovation with an example.
2. Mention two uses of patent analysis.
3. What is organizational change ?
4. Write short notes on OD in India.
5. What is the function of Human Resource Accounting ?
6. List any three types of innovation from the product perspective.
7. What is industrial clustering in the context of innovation ?

(5 × 3 = 15)

Section B

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

8. Elaborate on the paradigm shift brought by innovation in industries.
9. Explain the role of technology watch and groupware in innovation.
10. Discuss the reasons why people resist change and how it can be overcome.

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11. Describe the strategies of organizational transformation.
12. Discuss the emerging change management approaches and their significance.

(3 × 10 = 30)

Section C

*Answer any **one** question.*

The question carries 15 marks.

13. Describe Schein's Dialogue Approach and its application in change management.
14. Explain the concept of innovation audit and its practical implications.

(1 × 15 = 15)

