



US – 544

VI Semester B.B.A. Examination, May 2017  
(CBCS) (Fresh) (2016-17 and Onwards)  
**BUSINESS ADMINISTRATION**

**Paper – HR-6.5 : Elective Paper – III : Organizational Change and Development**

Time : 3 Hours

Max. Marks : 70

**Instruction : Answers should be written in English only.**

SECTION – A

1. Answer **any 5** sub-questions. **Each** question carries **2** marks. **(5×2=10)**
- Define organization change.
  - What is interventions ?
  - Who are change agents ?
  - What is team building ?
  - Mention any two limitations of MBO.
  - What do you mean by grid training ?
  - What is creativity ?

SECTION – B

- Answer **any 3** questions. **Each** question carries **6** marks. **(3×6=18)**
- How do you achieve organizational effectiveness ?
  - Explain the process of organizational development.
  - Briefly explain socio-cultural interventions.
  - Explain the factors influencing creativity.
  - What is MBO ? State the benefits of MBO.

SECTION – C

- Answer **any 3** questions. **Each** question carries **14** marks. **(3×14=42)**
- Bring out various approaches to organization effectiveness.
  - Briefly explain the classification of organizational development intervention.
  - What are the causes and methods of dealing with resistance to change ?
  - What are the organizational constraints to creativity and innovation ? How to overcome it ?
  - Write a short note on :
    - Job enrichment.
    - Life and career planning.
    - Crisis Management.