

# P P SAVANI UNIVERSITY

Third Semester of MBA Examination

December 2022

SLMB8610 Change Management (Minor)

23.12.2022, Friday

Time: 09:00 a.m. To 11:30 a.m.

Maximum Marks: 60

## Instructions:

1. The question paper comprises of two sections.
2. Section I and II must be attempted in separate answer sheets.
3. Make suitable assumptions and draw neat figures wherever required.

### SECTION - I

Q - 1	<b>Attempt the Following (Any Five)</b>	[05]	CO	BTL
(i)	Change in Organization's Structure		1	2
(ii)	Change		1	2
(iii)	Power		1	2
(iv)	Politics in Organization		1	2
(v)	Expert Power		1	2
(vi)	Reward Power		1	2
(vii)	Coercive Power		1	2
Q - 2 (a)	Intuit - Case study for applying 7s framework model of Change Management	[05]	3	6
Q - 2 (b)	Kodak - Case study of a failure to embrace disruptive Change	[05]	3	6
<b>OR</b>				
Q - 2 (a)	Adobe - Case study on a transformation of HR function to support strategic Change	[05]	3	6
Q - 2 (b)	Heinz - Case study on a 3G way to make changes	[05]	3	6
Q - 3 (a)	Explain Curt Levin's Change Model	[05]	2	1
Q - 3 (b)	Explain Kotter's 8 steps Change Model	[05]	2	1
<b>OR</b>				
Q - 3 (a)	Explain Marvin Weisberg "Six Box Model" of Change	[05]	2	1
Q - 3 (b)	Explain Cumming and Worley Model of Change	[05]	2	1
Q - 4	<b>Attempt any ONE.</b>	[05]		
(i)	What are the different types of organizational change		1	2
(ii)	Explain the External reasons responsible for Change		1	2
<b>SECTION - II</b>				
Q - 1	<b>Attempt the Following (Any Five)</b>	[05]		
(i)	Planned Change		1	2
(ii)	The Domino Effect		1	2
(iii)	Reactive Change		1	2
(iv)	Resistance to Change		1	2
(v)	Work Specialization		1	2
(vi)	Chain of Command		1	2
(vii)	Span of Control		1	2
Q - 2 (a)	Explain Centralized organizational structure with Diagram	[05]	1	2
Q - 2 (b)	Explain Decentralized organizational structure with Diagram	[05]	1	2
<b>OR</b>				
Q - 2 (a)	Explain Functional organizational structure with Diagram	[05]	1	2
Q - 2 (b)	Explain Matrix organizational structure with Diagram	[05]	1	2
Q - 3 (a)	What are the components of organizational culture	[05]	1	2

Q - 3 (b)	Explain organizational culture Model by Harrison with Diagram	[05]	1	2
<b>OR</b>				
Q - 3 (a)	What are the advantages and disadvantages of Power dimension of organizational Culture	[05]	1	4
Q - 3 (b)	What are the advantages and disadvantages of Role dimension of organizational Culture	[05]	1	4
Q - 4	<b>Attempt any ONE.</b>	[05]		
(i)	Support Dimension of organizational culture		1	2
(ii)	Achievement Dimension of organizational culture		1	2

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CO : Course Outcome Number

BTL : Blooms Taxonomy Level

Level of Bloom's Revised Taxonomy in Assessment

1: Remember	2: Understand	3: Apply
4: Analyze	5: Evaluate	6: Create /