0.5D423 VCD05-04-2023 SYBMS (HR) SEM IV REG CHANGE MGMT 22-23 75 MARKS 2 ½ hrs.

Note: All Questions Are Compulsory subject to Internal Choice. All Questions Carry Equal Marks.

Q.

	Fill in the blanks (Any 8)			(8)
1.	Change is a chan	ge that is	nitiated by an organization.	
	(Proactive/reactive/technological/Individual)			
2.	play an important role in organizational change			
	(Planned/semi planned/unplanned/ semi structured)			
3.	is the component of organization which facilitates the people to perform			
	tasks.			
	(Technology, structure, Task, system)			
4.	Change eliminates any advers		n	
	(Customers, Suppliers, Distrib			
5.	in a team maybe	more time	consuming & tedrous.	
	(Co- ordination, Co- operation		The control of the co	
6.				
	(ADKAR, Six-box, A J Leavitt's)			
7.	often interferes with ability to adapt to change			
	(Ego/self-interest,/Misunders	tanding/ha	bit)	
8	means the degree to which employees are free to manage themselves			
	(Autonomy/Integration/Orien	tation/Ami	orguity)	
5		ee of colla	poration between the change agen	at and the client.
	refers to the degr (Co- ordination, Linkage, Imp	ee of collabolementation	poration between the change agen	at and the client.
	refers to the degr (Co- ordination, Linkage, Imp 0. In ADKAR model R represe	ee of collaboration	pooration between the change agen on)	at and the client.
1	refers to the degr (Co- ordination, Linkage, Imp 0. In ADKAR model R represe (Reinforcement, Restructuring	ee of collaidementation	pooration between the change agen on)	at and the client.
1	nefers to the degration, Linkage, Important of the ADKAR model R representation (Reinforcement, Restructuring of B) Match the following. (AN	ee of collaidementation	poration between the change agen on) izing ,Repositioning)	at and the client.
1	7. refers to the degr (Co- ordination, Linkage, Imp. 10. In ADKAR model R represe (Reinforcement, Restructuring) (11 B) Match the following. (AN Column A	ee of collaidementations. ent	ooration between the change agen on) izing ,Repositioning)	
1	7. refers to the degr (Co- ordination, Linkage, Imp. 0. In ADKAR model R represe (Reinforcement, Restructuring) 1 B) Match the following. (AN Column A	ee of collaidementation ent g, Reenerg	coration between the change agent on) izing ,Repositioning) Column B Broad Knowledge	
1 2	ncfers to the degree (Co- ordination, Linkage, Imp. In ADKAR model R represe (Reinforcement, Restructuring) In B) Match the following. (AN Column A Change Agent. Detective	ee of collaidementations. Int	coration between the change agent (in) izing ,Repositioning) Column B Broad Knowledge Observant	
1 2 3	7. refers to the degr (Co- ordination, Linkage, Imp.) 2. In ADKAR model R represe (Reinforcement, Restructuring) 21 B) Match the following. (AN Column A 2. Change Agent. 2. Detective 3. Role ambiguity	ee of collaidementations. g, Reenerg. NY 7) 1. 2. 3.	coration between the change agent on) izing ,Repositioning) Column B Broad Knowledge Observant Lack of clarity	
1 2 3 4	7. refers to the degr (Co- ordination, Linkage, Imp. 10. In ADKAR model R represe (Reinforcement, Restructuring) 11 B) Match the following. (AN Column A 12 Change Agent. 13 Detective 14 Role ambiguity 15 GRID training	ee of collaboration of the col	coration between the change agent on) izing ,Repositioning) Column B Broad Knowledge Observant Lack of clarity Blake & Mouton	
1 1 2 3 4 5	7. refers to the degr (Co- ordination, Linkage, Imp. 10. In ADKAR model R represe (Reinforcement, Restructuring) 11 B) Match the following. (AN Column A 12 Change Agent. 13 Detective 14 Role ambiguity 15 GRID training 16 Strategic Intervention	ee of collaboration of the col	coration between the change agent on) Column B Broad Knowledge Observant Lack of clarity Blake & Mouton SWOT Matrix	
1 1 2 3 4 5 6	7. Co- ordination, Linkage, Imp. 20. In ADKAR model R represe (Reinforcement, Restructuring) 21 B) Match the following. (AN Column A) 22 Change Agent. 23 Detective 24 Role ambiguity 25 GRID training 26 Strategic Intervention 26 Poor Communication	ee of collaboration of the content o	coration between the change agent on) Column B Broad Knowledge Observant Lack of clarity Blake & Mouton SWOT Matrix Resistance to Change	
1 1 2 3 4 5	ncfers to the degree (Co- ordination, Linkage, Imp. In ADKAR model R represe (Reinforcement, Restructuring) In B) Match the following. (AN Column A Change Agent. Detective Role ambiguity GRID training Strategic Intervention Poor Communication T group training	ee of collaidementations. g, Reenerge NY 7) 1. 2. 3. 4. 5. 6. 7.	Column B Broad Knowledge Observant Lack of clarity Blake & Mouton SWOT Matrix Resistance to Change Sensitivity training	
1 1 2 3 4 5 6 7	ncfers to the degration, Linkage, Imp. In ADKAR model R represe (Reinforcement, Restructuring) In B) Match the following. (AN Column A) Change Agent. Detective Role ambiguity GRID training Strategic Intervention Poor Communication T group training Loss of loyalty	ee of collaboration of the content o	coration between the change agent on) Column B Broad Knowledge Observant Lack of clarity Blake & Mouton SWOT Matrix Resistance to Change	

State and explain the Action Research Model of change. (8) b. Elaborate the different types of change. (7) OR Explain A J LEAVITT'S model of change. (8) d. Explain the External forces or causes of change management. (7) (0.3)a. Elaborate in detail the importance of Individual level change (8) b. Explain the limitation of team change. (7) OR What is the negative impact to resistance to change? (8) d. What are the ways to overcome resistance to change? (7) (0.4)a. Explain the 'ypes or categories of Organizational Intervention. (15)OR b. What are the classic skills of leaders. (8) c. Explain the six-box model of resistance to change. (7) Q.5) Explain Kurt Lewin Model of Change along with its Advantages and Disadvantages. (15)OR Q. 5) Short Notes. (Any Three) 15 Marks 1. Systematic approach to change 2. Strategic Intervention. 3. T- group Training. 4. Team level change 5. Role Analysis Technique.

Q. 2)