



BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – BBA-Hons-2023

Course Name – Leadership for Change Management

Course Code - BBA60116

(Semester VI)

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :

- (i) Change management is best defined as a process of moving an organization from:
 - a) Past state to current state
 - b) Current state to future state
 - c) Stable state to unstable state
 - d) Growth to decline
- (ii) Aligning change with strategy ensures that change initiatives support:
 - a) Short-term profits only
 - b) Employee satisfaction only
 - c) Organizational mission and goals
 - d) Operational efficiency only
- (iii) SWOT analysis helps organizations to assess:
 - a) Employee resistance
 - b) Internal and external environment
 - c) Change impact only
 - d) Organizational culture only
- (iv) Forces that support change are known as:
 - a) Restraining forces
 - b) Neutral forces
 - c) Driving forces
 - d) Organizational forces
- (v) Which of the following is NOT an area affected by change?
 - a) Individuals
 - b) Teams
 - c) Organizational culture
 - d) Weather conditions
- (vi) Choose the right answer: Successful change management ultimately leads to:
 - a) Organizational rigidity
 - b) Reduced employee involvement
 - c) Sustainable organizational growth
 - d) Increased resistance
- (vii) Select the correct option: "Valence" in expectancy theory refers to:
 - a) Effort required
 - b) Value of reward to the individual
 - c) Probability of performance
 - d) Organizational culture
- (viii) Select the correct option: Motivation and change are closely related because:
 - a) Change eliminates motivation
 - b) Motivation drives acceptance of change
 - c) Motivation resists change
 - d) Change reduces performance
- (ix) Select the correct option: Models of the change process describe:

- a) Market forces
c) Organizational structure
- (x) Select the correct option: Which type of organizational change is proactive?
- a) Reactive change
c) Planned change
- (xi) Choose the right answer: Problem-solving in leadership primarily involves:
- a) Ignoring problems
c) Delegating all problems
- (xii) Choose the right answer: Creative thinking in leadership helps in:
- a) Maintaining status quo
c) Increasing resistance
- (xiii) Choose the right answer: Resistance to change refers to:
- a) Acceptance of change
c) Rapid adaptation
- (xiv) Choose the right answer: Successful change leadership ultimately depends on:
- a) Authority alone
c) Influence, trust, and communication
- (xv) Resistance caused by preference for familiar work methods and comfort with existing practices is best described as:
- a) Resistance due to loss of status
c) Resistance due to cultural norms
- b) Step-by-step implementation of change
d) Leadership styles
- b) Crisis-driven change
d) Forced change
- b) Identifying and analyzing problems
d) Avoiding responsibility
- b) Generating innovative solutions
d) Reducing participation
- b) Opposition or reluctance toward change
d) Strategic alignment
- b) Technology alone
d) Organizational rules
- b) Resistance due to lack of rewards
d) Resistance due to disruption of routine patterns

Group-B

(Short Answer Type Questions)

$$3 \times 5 = 15$$

2. Define change management. (3)
3. What is meant by organizational change? (3)
4. Explain why is employee involvement important in managing change? (3)
5. Explain motivation in the context of change. (3)
6. Justify why transformation is necessary for modern organizations. (3)

OR

Explain how innovation supports organizational change initiatives. (3)

Group-C

(Long Answer Type Questions)

$$5 \times 6 = 30$$

7. Define SWOT analysis as a tool for change analysis. (5)
8. Explain the impact of change on individuals and teams. (5)
9. Explain hotspot analysis and its significance during change implementation. (5)
10. Explain transformational and transactional leadership styles with examples. (5)
11. Analyze the major approaches to negotiation used by leaders. (5)
12. Explain the concept of effective influence in leadership for change. (5)

OR

Explain influencing models and their application in managing change. (5)
