



BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – MBA-2024

Course Name – Organization Change and Development

Course Code - MBA40206C

(Semester IV)

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) Select the correct definition of Organizational Development

- | | |
|----------------------------|---------------------------|
| a) Financial restructuring | b) Planned change effort |
| c) Automation process | d) Cost control technique |

(ii) Select the focus of OD interventions

- | | |
|----------------------|-------------------------|
| a) Individual only | b) Group only |
| c) Organization-wide | d) External environment |

(iii) Select the foundation value of OD

- | | |
|---------------|--------------|
| a) Control | b) Trust |
| c) Punishment | d) Hierarchy |

(iv) Classify resistance due to habits

- | | |
|--------------|------------------|
| a) Economic | b) Psychological |
| c) Technical | d) Structural |

(v) Classify force that supports change

- | | |
|----------------|------------|
| a) Restraining | b) Driving |
| c) Neutral | d) Passive |

(vi) Classify life cycle stage needing innovation

- | | |
|-------------|------------|
| a) Birth | b) Growth |
| c) Maturity | d) Decline |

(vii) Choose a participative technique

- | | |
|-----------------|----------------|
| a) Coercion | b) Involvement |
| c) Manipulation | d) Authority |

(viii) Choose a method to overcome fear

- | | |
|---------------|---------------|
| a) Punishment | b) Counseling |
| c) Threat | d) Isolation |

(ix) Choose a strategy for emotional resistance

- a) Communication
- c) Coercion

- b) Empathy
- d) Reward

(x) Choose an ethical approach

- a) Manipulation
- c) Coercion

- b) Transparency
- d) Deception

(xi) Infer why OD is future-oriented

- a) Focuses on past
- c) Builds adaptability

- b) Maintains status quo
- d) Avoids change

(xii) Infer why OD is continuous

- a) One-time effort
- c) Ongoing change

- b) Environmental stability
- d) Legal compliance

(xiii) Infer the nature of OD interventions

- a) Technical
- c) Financial

- b) Human-centered
- d) Legal

(xiv) Estimate the role of learning in OD

- a) Limited
- c) Continuous

- b) Occasional
- d) Optional

(xv) Estimate the human focus of OD

- a) Mechanical
- c) Behavioral

- b) Structural
- d) Financial

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Define Organizational Development (OD). (3)

3. Define sensitivity training. (3)

4. Differentiate between training needs analysis and measuring training effectiveness. (3)

5. Differentiate between career planning interventions and team building interventions. (3)

6. Estimate the importance of ethical standards in OD practice. (3)

OR

Estimate the value of team building interventions for teams and work groups. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Estimate the role of transactional analysis in improving communication. (5)

8. Explain the role of an OD facilitator. (5)

9. Explain third-party intervention in Organizational Development. (5)

10. Explain the difference between teams and work groups. (5)

11. Explain the purpose of a diagnostic meeting in OD. (5)

12. Estimate the impact of the changing environment on OD practices. (5)

OR

Estimate the importance of ethical standards in successful OD practice. (5)
