

MMPH-001

**Master of Business Administration (MBA)/ Master of Business Administration
(Online) (MBAOL) / Master of Business Administration (Human Resource
Management) (MBAHM) /Post Graduate Diploma in Human Resource
Management (PGDIHRM)**

**ASSIGNMENT
For
July 2025 and January 2026 Semesters**

MMPH-001: ORGANISATIONAL THEORY AND DESIGN

**(Last date of submission for July 2025 Semester is 31st October 2025
and for January 2026 Semester is 30th April, 2026)**



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068**

ASSIGNMENT

Course Code	:	MMPH-001
Course Title	:	Organisational Theory and Design
Assignment Code	:	MMPH-001/TMA/JULY/2025
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2025 Semester is 31st October 2025 and for January 2026 Semester is 30th April, 2026.

1. Explain the McKinsey 7S Framework in detail. Critically evaluate how the alignment or misalignment of the 'hard' and 'soft' elements of the framework can impact the overall effectiveness of an organisation. Support your analysis with suitable examples.
2. Write the essence of organisation theories developed during the pre-classical era. Are there any lesson that modern-day managers can learn from those theories? Explain
3. Briefly explain the design parameters of second generation of models of organization design.
4. What are the factors that influence an organisation's design? Are the factors relevant for modern-day organizational set-up?
5. Why is bicultural audit a necessity during merger and acquisitions? Explain the strategies of bicultural audit that organisations can adopt during these transactions.