

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 2026 and January 2027 Semesters**

MMPH-001: ORGANISATIONAL THEORY AND DESIGN

**(Last date of submission for July 2026 Semester is 31st October 2026
and for January 2027 Semester is 30th April 2027)**



**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/2026
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 2026 Semester is 31st October 2026 and for January 2027 Semester is 30th April 2027.

1. Define the concept of 'Organisational Effectiveness'. Discuss how it differs from organisational efficiency and explain any two major approaches/models used by managers to evaluate the overall effectiveness of a modern organisation.
2. What do you understand by 'Organisational Restructuring'? Discuss the primary reasons why established organisations choose to restructure their designs and outline the key steps involved in the restructuring process.
3. What is the difference between a Functional Organisation Structure and a Matrix Organisation Structure? Discuss the unique advantages and operational challenges an organisation faces when implementing a Matrix structure.
4. You have recently joined ABC Ltd. as the Senior HR Manager. The company has been facing high employee turnover and a severe drop in motivation levels within the operational teams. An internal audit reveals that the underlying issue is poor Quality of Work Life (QWL) caused by highly repetitive, monotonous and rigidly designed clerical and technical jobs. As the HR Manager, prepare an action plan for the Board of Directors to redesign these roles.
 - a) Clearly identify the core purpose of introducing a new job design at ABC Ltd.
 - b) Propose how you will practically implement Job Enrichment and Job Rotation to eliminate monotony and boost employee morale.
5. “Moderate organisational conflict can be constructive and can stimulate growth, whereas extreme conflict is dysfunctional.” In light of this statement, explain the Inverted U-shaped relationship between conflict and performance, and describe three conflict resolution techniques available to managers.