

MMPH-005

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

ASSIGNMENT

for

January 2026 and July 2026 Sessions

(Last date of submission for January 2026 session is 30th April, 2026 and for July 2026 sessions is 31st October, 2026)

MMPH-005: Organisational Development and Change



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

ASSIGNMENT

Course Code	:	MMPH-005
Course Title	:	Organisational Development and Change
Assignment Code	:	MMPH-005/TMA/Jan/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 January 2026 session is 30th April, 2026 and for July 2026 session is 31st October, 2026.

1. Explain the nature of organisational change and discuss the key triggers that compel organisations to initiate change.
2. Explain the stages involved in the OD process using Lewin's Change Model, the Planning Model, and the Action Research Model. Compare their significance in managing change.
3. Discuss mergers and acquisitions as a form of organisational change. Explain their purpose, types, and the major reasons why organisations adopt Merger & Acquisition.
4. What is Turnaround Management? Describe its key stages and discuss how organisations use it to revive performance in crisis situations.
5. Discuss the various types of resistance to change and describe strategies managers can use to minimise or overcome resistance.