

MS-10

**Management Programme (MP) /
Master of Business Administration (Banking & Finance) (MPB)/
Post- Graduate Diploma in Human Resource Management (PGDHRM)**

**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)**

MS-10: Organisational Design, Development and Change



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

ASSIGNMENT

Course Code	:	MS - 10
Course Title	:	Organisational Design, Development and Change
Assignment Code	:	MS-10 /TMA/JAN/2026
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the coordinator of your study centre.

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1. Discuss the meaning and the theories of organisational design.
2. Critically examine the universal perspectives of organisation design—bureaucratic, behavioural, and contingency models. Evaluate their strengths and limitations with suitable organisational examples.
3. Define job design and explain its major purposes. Analyse the factors influencing effective job design, citing examples.
4. Describe the process of conducting organisational diagnostic interviews. Explain how interview data should be analysed and used for decision-making.
5. Describe the competencies required for an effective change agent. Explain cognitive, technical, interpersonal, and personal effectiveness competencies with examples.