

No. of Printed Pages : 3

**MMPH-005**

**MASTER OF BUSINESS  
ADMINISTRATION (MBA)  
Term-End Examination  
June, 2026**

**MMPH-005 : ORGANISATIONAL  
DEVELOPMENT AND CHANGE**

*Time : 3 Hours*

*Maximum Marks : 100*

*Weightage : 70%*

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**Note :** Attempt any *five* questions. All questions  
carry 20 marks each.

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1. Why do individuals and organisations resist change ? What are the sources of resistance ? Explain coping mechanisms to overcome resistance.

2. What do you understand by process based change ? Provide relevant examples from the Indian context. What are the benefits of outsourcing in the context of change ?
3. Discuss the important factors which are responsible for change. Explain different models of change.
4. What is organizational analysis and organizational diagnosis ? What are the different methods of an organizational analysis ? Discuss.
5. Discuss the significance of role efficacy as a team building intervention. Explain the role of negotiation as a technique of team building.

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6. Discuss the stages of organizational development (OD). What are the essentials for success of OD ?
7. Write short notes on the following :
  - (a) T-Group training
  - (b) Business Process Reengineering (BPR)

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