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VI Semester B.B.A. Examination, September/October 2023  
(CBCS Scheme) (F&R)

BUSINESS ADMINISTRATION

H.R 6.5 : Elective Paper – III : Organisational Change and Development

Time : 3 Hours

Max. Marks : 70

**Instruction** : Answers should be written in **English Only**.

SECTION – A

1. Answer **any 5** sub-questions. **Each** sub-question carries **2** marks. **(5×2=10)**
- State the meaning of refreezing.
  - What do you understand by Organisational Culture ?
  - Give the meaning of team building.
  - What is job enrichment ?
  - State any two advantages of creativity.
  - Who are change agents ?
  - What is idea generation ?

SECTION – B

Answer **any 3** questions. **Each** question carries **6** marks. **(3×6=18)**

- Briefly explain the types of change.
- Explain any two approaches of organisational effectiveness.
- Mention the conditions for optimal success of organisational development.
- What is MBO ? State the benefits of MBO.
- State the factors influencing innovation.

P.T.O.



## SECTION – C

Answer **any 3** questions. **Each** question carries **14** marks. **(3×14=42)**

7. What is change ? Explain the importance and nature of change.
8. What is organisational effectiveness ? Explain the concepts and problems in measurement of effectiveness.
9. Explain the classification of organisational development interventions.
10. Write short note on :
  - a) Interpersonal interventions
  - b) Team interventions.
11. Explain how organisational constraints can hamper creativity and innovation in the organisation and how to overcome it.

