

Dear Student,

Please find enclosed the question papers as an Assignment for the Internal Assessment for all the papers relating to I Year Executive MBA (Two Year Programme).

You are hereby directed to write answer in a long size note book of 100 pages for each paper and mention the following details in the front page of the Note Book.

- 1. Name of the Candidate
- 2. DDE Identity Card Number
- Register Number (i.e. Hall Ticket Number)

The answered assignment books for Internal Assessment should be sent to the Under singed by Registered Post on or before **31-10-2013** 

DIRECTOR DIRECTORATE OF DISTANCE EDUCATON SRI VENKATESWARA UNIVERSITY TIRUPATI – 517 502

(1)

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### **Paper 101 : MANAGEMENT FUNCTIONS AND BEHAVIOUR**

#### PART-A

#### **Answer all the Questions**

1. (a) Discuss the changing role of professional manager in the modern liberalized business environment.

#### Or

- (b) Discuss various managerial skills and their importance.
- 2. (a) Discuss various decision making models.

#### Or

- (b) What is MBO & discuss its importance in decision making process?
- 3. (a) What is organizational climate and explain the ways to measure the organizational climate?

#### Or

- (b) Discuss various methods to bring change in an organization.
- 4. (a) What is organizational structure and discuss various structures.

#### Or

- (b) Discuss various types of communication and explain barriers of communication.
- 5. (a) Who is a leader and explain modern leadership styles?

#### Or

(b) Explain the concept of transactional analysis and its implications in the personal relations.

#### PART-B

#### **Case Analysis (Compulsory)**

6. Mecan is a growing industry employing qualified persons who care most for the growth of organisation and self-development. Mr. John, the general Manager is highly professional in his work and behaviour. He has devised control mechanism and performance appraisal. This has worked well in the past. His policy of mixing humanism with strict and professionalism with paternalism be paid him rich dividend. But in recent times he is feeling that he is not so effective. The young engineers as well as management graduates coming out of reputed institutes are not as responsive as the old employees used to be. He feels he is now not as effectiveness as he was in the past. He is not able to give his commitment to top management as he used to do before. His interest, therefore, is dwindling and the organisational control has become lose. Yet he is conscious that the top management should not note his weaknesses.

Questions :

(a)Analyze the case and identify the problems.

(b)What are the real problems that Mr. John is facing?

(c)What would you do if you were placed in the position of Mr. John?

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MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

### Paper 102 : ECONOMICS AND SOCIAL ENVIRONMENT

#### PART-A

#### **Answer all the Questions**

1. (a) Critical evaluate the political environment at present in India.

#### Or

- (b) In the process of globalization and liberalization process in India, discuss the role of cultural environment.
- 2. (a) Explain various structural dimensions of Indian economy.

#### Or

- (b) Explain the Position of small scale industry in India.
- 3. (a) Discuss the evolution of industrial policy in India.

#### Or

- (b) Explain the industrial regulation mechanism in India.
- 4. (a) Critically discuss the balance of payments position in India.

#### Or

- (b) Explain various strategies in foreign collaborations.
- 5. (a) Discuss the latest reforms in insurance and aviation industry. Critically comment.

#### Or

(b) What are various fiscal sector reforms in India?

#### PART -B

#### **Case Analysis (Compulsory)**

6. The problem of developing economies like India is that there are too many and too varied problems. The most persistent and pervasive of these are being long-term problems of under-development, mass poverty and social injustice. The foremost task of any realistically planned development endeavor in the context is therefore obviously to seek and meet the problems successfully.

Supposing yourself to be the authority concerned with the formulation of development plans for the country; identify, in the light of the above, your immediate concern and clearly outline your strategy for squaring up with the aforesaid problems.

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### Paper 103 : INFORMATION MANAGEMENT AND COMPUTER

#### PART-A

#### **Answer All the Questions**

1 (a) Explain the significance of computerisation for management decision-making in an organisation.

#### Or

(b) Explain computer hardware and types of software. Describe different applications of spreadsheet.

2. (a) What is inventory? What are its characteristics? Explain the design of an inventory system with a suitable example. Explain the uses of Human Resource Management systems.

#### Or⊵

(b) Computers are often referred to as 'number crunchers'. Evaluate the statement in the context of financial planning. Describe the requirements of Human Resource Management systems.

 (a) Discuss the significance and scope of operations research in modern management. Explain the graphical method of solving a linear programming problem.

#### Or

(b) Solve the following linear programming problem :

Maximize  $Z = 5x_1 - 2x_2 + 3x_3$ Subject to  $2x_1 + 2x_2 - x_3 \ge 2$  $3x_1 - 4x_2 - 3$  $x_2 + 3x_3 - 5$  and  $x_1, x_2, x_3 - 0$ 

Or						
Demand	4	4	5	4	8	
S3	8	4	6	6	4	9
S2	4	7	7	6	5	5
S1	5	8	6	6	3	8
Source	D1	D2	D3	D4	D5	Supply
(a) Solve the following transportation problem						

4. (a) Solve the following transportation problem

(b)The following maintenance job has to be performed periodically on the neat exchangers in a refinery

Task	Precedence	Duration in hours
А	_	14
В	Α	22
С	В	10
D	В	16
E	В	12
F	С	10
G	С	6
Н	E, G	8
Ι	D, E, H	24
J	Ι	16

Draw the network diagram. Find the critical path. What is its length? Determine total float and free float for each activity.

 (a) Explain the role of MIS at various management levels. Discuss different types of statements in programming languages with suitable examples. Explain DATA DIVISION.

#### Or

(b) Explain the reasons for ever increasing need for data processing. Explain the phases in SDLC. Explain file handling feature of COBOL.

#### PART -B

# **Case Analysis**

<b>Activity Predecessor</b>		Time (weeks)			Cost (Rs.)
		Normal	Crash	Normal	Crash
А	—	3	2	8,000	19,000
В		8	6	600	1,000
С	В	6	4	10,000	12,000
D	В	5	2	4,000	10,000
Ε	А	13	10	3,000	9,000
F	А	4	4	15,000	15,000
G	F	2	1	1,200	1,400
Н	C, E, G	6	4	3,500	4,500
Ι	F	2	1	7,000	8,000

The details of a project are as given below

(a) Draw a network diagram and find the critical path.

(b) If a dead line of 17 weeks is imposed for completion of the project what activities will be crashed? What would be the additional cost, and what would be critical activities of the crashed network after crashing?

MASTER OF BUSINESS ADMINISTRATION (Executive Programme)

# FIRST YEAR EXAMINATION Paper 104 : MANAGERIAL ECONOMICS PART-A

#### **Answer All Questions**

 (a) Discuss the importance of managerial economics in the modern day economy.

# Or

(b) Explain the basic concepts of managerial economics.

2. (a) What is demand and explain make demand analysis.

#### Or

- (b) Discuss how to estimate demand for a new product.
- 3. (a) Discuss the relevance of cost information in business decisions.

#### Or

(b) Explain the major concepts in production function.

4. (a) Discuss the factors that are influencing the pricing strategies.

# Or

(b) Explain various objectives of pricing.

5. (a) Define capital budgeting and discuss various techniques of capital budgeting.

# Or

(b) Discuss various economic risks and uncertainties in modern business environment.

# PART-B

#### **Case Analysis (Compulsory)**

6. The Union Government has issued a "show cause" notice to Philips India Ltd., a multinational company, for alleged violation of Industrial Development and Regulation Act 1951. Notice has been issued against the company for alleged unauthorized manufacture and sale of cassettes for tape-recorders. The ministry of industry is believed to have made an inquiry into the allegation made by some MPs that Philips was engaged in such activities. The Government had assured the Parliament that the matter would be fully inquired into. The unauthorized manufacture of cassettes for tape-recorders by the company violates not only the Industrial Development and Regulation Act but also attracts the Monopolies and Restrictive Trade Practices Act.

The small scale industries have been the pioneers in the field of cassettes for tape- recorders. The small scale manufacture of cassettes started as early as 1973. There are also in the market foreign brand named cassettes which are claimed to be made in India. Qualified observers say that there was no need for the country to support foreign brand names in such s simple consumer items as cassettes. Viewed in this light, the government action is stated to be significant in extending protection to the small scale sector. Though no official statistics of production of cassettes for tape-recorders are readily available, it is stated that the demand for the item would amount to one million. It is also pointed out that the item has large demand potential at home and in foreign markets. Since it is rather skill-oriented and highly laborintensive, the Government has been wanting as a matter of policy to encourage its production in small scale sector.

#### **Questions**:

(a) Suppose, the Phillips India Ltd., fails to "show satisfactory cause". What will be the impact on the price and the market structure of cassettes for tape-recorders?

(b)Suppose, the Philips India Ltd., "Show good cause". How will the price output decision of the small sector be affected?

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

# Paper 105 — QUANTITATIVE ANALYSIS FOR MANAGERIAL APPLICATIONS PART-A

#### **Answer All Questions**

(a)(i) A firm has following total cost demand function
 C = ½x<sup>3</sup> - 7x<sup>2</sup> +111x + 50 and x=100-p. Find profit maximising
 level of output. What is maximum profit?
 (ii) The sum of four consecutive numbers in A.P is 122. Find the
 numbers.

#### Or

(b) Solve the system of equation by matrix method :

2x - 3y + 5z = 113x + 2y - 4z = -5x + y - 2z = -3

2.(a) (i) Explain Pie-chart and bar diagrams.

(ii) Calculate standard deviation from the following data :
Class-limits: 10-19 20-29 30-39 40-49 50-59 60-69 70-79 80-89
Frequency : 5 9 10 20 25 15 8 4

(b)Find the Bowley's measure of skewness form the following data : Marks : Below <10 <20 <30 <40 <50 <60 <70 <80 No. of candidates : 30 70 120 168 192 354 486 500

3(a) (i) Define normal distribution. Explain its importance. What are the properties of normal distribution?

(ii) The probability of a man aged 50 years will die within a year is 0.0113. What is the probability that out of 12 such men at least 9 will reach their fifty-first birthday?

- (b) (i) Define binomial distribution. What are its characteristics?
  (ii) A fruit dealer buys oranges at the rate of Rs. 30 per dozen and sells them at the rate of Rs. 50 per dozen. Oranges not sold during the day are treated as state and thrown away. The daily sales old oranges in past has not been less than 98 dozens and not more than 100 dozens. Prepare a pay -off table. Find the decision to be recommended under maximum criterion.
- 4. (a) (i) Explain systematic sampling and stratified sampling. What are their advantages.

(ii) On a certain day, 74 trains were arriving on time at Delhi station during rush hours and 83 were late. At New Delhi, there were 65 on time and 107 late. Is there any difference in the proportions arriving on time at the two stations?

#### Or

(b) (i) Below are given the gain in weights in Kgs. of cows fed on two diets X and Y.  $\neq$ 

Diet X:	25 32	30	32	24	14	32			
Diet Y:	24 34	22	30	42	31	40	30	32	35

Test at 10% level of significance whether the two diets d<u>iffer</u> as regards their effect on mean increase in weight.

(ii) The mean LQ of a sample of 1600 children was 99. Is it likely that this was a random sample from a population with mean I.Q 100 and standard deviation 15?

5. (a) (i) What is time- series? Explain the components a time series.
(ii) A computer while calculating the correlation between the two variables X and Y obtained constants.
N = 30, Σx=120, Σ²=600, Σy= 90, Σy²= 250, Σxy 356.

It was later discovered at the time of checking that it had copied down one pair of observation as (8, 10) while the correct observation was (10, 18)

obtain the corrected value of the correlation coefficient between X & Y.

#### Or

(b) (i) Distinguish between correlation and regression. (ii) Population figures for a city are as given below. Fit a curve of the type  $y = ab^{X}$  and the estimate the population for 2007. Year : 2001 2002 2003 2004 2005 Population ('000): 532 542 557 570 591

#### PART -B

#### **Case Analysis**

6. The employees in 4 different firms are distributed in three cell frequencies shows in the following table. Test the hypothesis that there is no association between the firm and the type of labour.

	Firm		
Α	B	С	D
24	30	35	50
32	60	47	51
29	56	55	79
	<b>A</b> 24 32 29	A         B           24         30           32         60           29         56	FirmABC243035326047295655

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### Paper 106 : MANAGEMENT OF INFORMATION SYSTEMS PART-A

# Answer All Questions

1. (a) Describe the rational individual models for decision making. What is impact of computerisation of the structuredness of MIS?

#### Or

(b) Discuss the Nolan's growth model. Explain the basic information resource assessment process.

2. (a) What are the various stages of a .system development life cycle and how are the efforts distributed over these phases? Explain multiprogramming and multiprocessing.

#### Or

(b) Explain what is system software and-its significance in on-line system design. Explain the various steps involved in successful implementation of projects.

3. (a) What are expert systems? Explain their use in decision making. Explain the main methods of multiplexing.

# Or

(b) Distinguish between LAN and WAN. Describe the various network topoLogies. What is CSMA/CD protocol.

4. (a) What is normalisation? What is its effect on database storage and database performance? Explain the relational operations with suitable examples.

# Or

(b) Outline the basic sequence of steps to acquiring a DBMS. What steps are most important? Elucidate the emerging standards in the development of DBMS.

5. (a) Explain how a computer purchase/sole is a contract. Describe the constitutional provisions relating to privacy of individual users.

#### Or

(b) Explain the impact of computerization with special reference to the Indian context. Describe the major activities in virus protection and treatment.

#### PART -B

#### **Case Analysis (Compulsory)**

6. The manager of manufacturing firm the Triad pump Co. Mr. Ives at age 60, was appointed manager of the new MIS function. Triad had over \$100 millions in annual sales, serviced over 2300 customer accounts, and employed over 3000 people. Mr. Ives know all operations of the company well. He and two assistants analysed information need by examining position guides, developed a system for processing data, and with the approval of top management, purchased computer hardware. When the knew MIS was being installed transfers to new jobs were made and new forms and procedures were revealed. Workers grew confused and angry. Within a week, conditions week Chaotic despite Mr. Ive's carefully planned installation.

#### **Questions** :

(a) What did Mr. Ives failed to do?

(b) How should Mr. Ives proceed at this point?

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### MANAGEMENT OF NEW AND SMALL ENTERPRISES

#### PART-A

#### **Answer All Questions**

1. (a) In the present changing business environment, discuss the importance of SSE.

#### Or

- (b) Explain the institutional interface for small-scale enterprises.
- 2. (a) Discuss how to scan the opportunities for SSEs.

#### Or

(b) Explain various things to be considered for the establishment of SSEs.

3. (a) Discuss the special features in managing the family enterprises.

#### Or

(b) Explain the precautions to be taken in financing a new SSE.

4. (a) What are various operational issues and problems for SSEs?

#### Or

(b) Do have any organizational relations problems for SSEs and explain how to remove those problems.

5. (a) Discuss various control mechanisms for SSEs.

#### Or

(b) Discuss various strategies for the success of SSEs.

# PART -B

#### Case Analysis (COMPULSORY)

6. Mr. Ramu a young, dynamic boy motivated by his friend started a smallscale unit as advised by his friend. He borrowed fund from bank, invest them in infrastructure building and started Producing goods. After continuing for a year he faced a lot of problems regarding marketing of product, working capital requirement and others. Further loan could not able to change the functioning of the unit. He consulted the DIG. DIC Suggested to change the product and process of production for which he has to spend an amount of Rs. 50,000/- and this was beyond his capacity. All attempts to reverse the situation failed and Ramu was with no option than to close the unit.

#### **Question** :

What are the causes of failure of Ramu's business?

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

# Paper 108 : PRODUCTION/OPERATIONS MANAGEMENT

# PART-A

# **Answer all Questions**

1. (a) Define the term 'Production'. Discuss the nature and scope of Production and Operations Management.

#### Or

(b) What do you understand by Production System? Discuss briefly different types of production system.

2. (a) Define the term 'Forecasting'. What is its importance? Also explain briefly the techniques of forecasting.

#### Or

(b) Explain the quantitative methods of Forecasting.

3. (a) What is 'Capacity Planning'? What is its importance? Explain different types of capacity planning.

#### Or

(b) What do you mean by 'Work Study'? Explain the process of work study.

4. (a) What is 'Just-In-Time' (JIT) production? How would one go about implementing JIT? Elaborate.

#### Or

(b) Discuss role and applications of computers in Operations Management.

5. (a) "Inventory is part of Manufacturing System". Do you agree with this statement? Explain.

#### Or

(b) What is Lead Time? What are the factors you will take into consideration while computing the Lead Time?

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#### PART -B

#### **Case Analysis (Compulsory)**

6. Astrologer Asha (AA), Palmist PamelaPP) and Numerologist Nalisa (NN) have opened a 'Solace Centre'. There are the following solace seekers today. All 'Seekers' shall be seen by all the three, i.e. AA, PP and NN. However, no more than the following shall be seen today. Knowing their problem, the 'solace givers' estimate their (advice) times. Advice them about the optimal sequence in which the seekers should be seen by the trio.

Solace giver	<b>Estimated Time Minutes</b>				
Solar seekers	AA	PP	NN		
Troubled Tommy	30	15	50		
Worried Waman	25	20	35		
Confused Cawasji	70	30	40		
Jumbled Jamuna	15	10	40		
Pained panna	50	25	35		

(You can make necessary assumptions, mention and explain).

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### Paper 109 — MANAGING MEN

#### PART - A

#### **Answer All Questions**

1. (a) What is HRD and explain its relevance in modern business organizations?

#### Or

- (b) Discuss various functions of personnel department.
- 2. (a) What do you mean by induction and explain the things to be discussed in induction activity?

#### Or

- (b) Explain various techniques used in training and development.
- 3. (a) What is motivation? Discuss the relevance of Maslow's Hierarchy of needs in the present day context.

#### Or

(b) Discuss the importance of performance appraisal in the modern day changing world.

4. (a) Discuss various laws relating to employee welfare and benefits.

#### Or

(b) Discuss the principles of salary administration.

5. (a) Explain different ways in resolving employee grievances.

#### Or

(b) Discuss factors that will help for the success of collective bargaining in India.

#### PART -B

#### **Case Analysis**

6. ABC Company has encountered difficulty over the last few years in filling its middle management positions. The company, which manufactures

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and sells complex machinery, is organized into six semi-autonomous manufacturing departments. Top management believes that it is necessary for these departmental managers to know the product lines and the manufacturing process, because many managerial decisions must be made at that level. Therefore, the company originally recruited employees from within. However, they soon found that employees elevated to the middle management level often lack the skills necessary to discharge their new duties.

A decision then was made to recruit from outside, particularly from educational institutes with good industrial management programmes. Through the services of a professional recruiter, the company was provided with a pool of well-qualified management graduates. Some of them were hired and placed in lower management positions as preparation for advancement to the middle management jobs. They all left the company, however, within two years of their recruitment.

Management reverted to its former policy of promoting employees from within and experienced middle - management positions, the company decided to call in a consultant who could suggest solutions.

#### **Questions :**

- (a) What is the problem of recruiting in the company?
- (b) If you were the consultant, 'what would you recommend?

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MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### Paper 110 - MARKETING FOR MANAGERS

#### PART-A

#### **Answer All Questions**

1. (a) Discuss the evolution of marketing function in Indian organisations.

#### Or

- (b) Discuss various concepts in marketing of services.
- 2. (a) Discuss various functions of marketing.

#### Or

(b) What is marketing research and discuss its importance in new product development.

3. (a) Discuss various theories of consumer behavior.

#### Or

- (b) Discuss the positive nature consumer environment in India.
- 4. (a) Discuss various stages in product life cycle.

#### Or

- (b) Explain the importance of product packaging.
- 5. (a) Explain various techniques in sales forecasting.

#### Or

(b) Discuss the management principles in managing the sales personnel.

#### PART-B

#### **Case Analysis.**

6. Mecan is a growing industry employing qualified persons who care most for the growth of organisation & self development. Mr.John, the general Manager is highly professional in his work and behaviour. He has devised control mechanism and performance appraisal. This has worked well in the past. His policy of mixing humanism with strict and professionalism with paternalism be paid him rich dividend. But in recent times he is feeling that he is not so effective. The young engineers as well as management graduates coming out of reputed institutes are not as responsive as the old employees used to be. He feels he is now not as effectiveness as he was in the past. He is not able to give his commitment to top management as he used to do before. His interest, therefore, is dwindling and the organisational control has become lose. Yet he is conscious that the top management should not note his weaknesses.

#### **Questions:**

- (a) Analyze the case and Identify the problems.
- (b) What are the real problems that Mr. John is facing?
- (c) What would you do if you were placed in the position of Mr. John?



MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

# Paper 111 : ACCOUNTING AND FINANCE FOR MANAGERS PART-A

#### Answer All Questions

1. (a) What is Accounting? What is its nature? Explain the main objectives of Accounting.

#### Or

(b) Distinguish between Accounting Concepts and Conventions. Also explain the Convention of Full Disclosure.

2. (a) What is the purpose of Profit and Loss Account? Present a format of Profit and Loss Account with hypothetical data.

#### Or

(b) What is 'Balance Sheet'? What is its purpose? Present a format of Balance Sheet with hypothetical figures.

3. (a) Explain any three classifications of Costs. What purposes each of these classifications serve?

#### Or

(b) The following data is given :

Selling price	Rs. 20.00 per unit
Variable manufacturing costs	Rs. 11.00 per unit
Variable selling costs	Rs. 3.00 per unit
Fixed factory overheads	Rs. 5,40,000 per year
Fixed selling costs	Rs. 2,52,000 per year

You are required to compute :

(i) Break — even point expressed in amount of sales in rupees.

(ii) Number of units that must be sold to earn a profit of Rs. 60,000 per year.

(iii) How many units must be sold to earn a net income of 10% of sales?

4. (a) Explain briefly different Investment Apprisal Methods and the method of taking decisions using such methods.

Or

(b) A company having a net working capital of Rs. 2.8 lakhs as on 30-06-2012 indicates the following financial ratios and performance figures :

Current ratio	2.4
Liquidity ratio	1.6
Inventory turnover (on cost of sales)	8
Gross profit on sales	20%
Credit allowed (months)	1.5.

The company's fixed assets is equivalent to 90% of its net-worth (share capital plus reserves) while reserve amounted to 40% of share capital. Prepare the Balance Sheet of the company as on 30-06-2012 showing step by step calculations.

5. (a)What do you mean by 'Working Capital'? Explain different components of Working Capital.

#### Or

(b) What do you mean by 'Optimal Capital Structure'? What is its importance? How it is planned?

#### PART B

#### **Case Analysis (Compulsory)**

6. Prepare Funds Flow Statement from the following information of Rao Ltd.

	(Rs. in '000)		
	Year 2010	Year 2011	
Cash	2,000	2,500	
Bills Receivable	2,400	2,700	
Stock	3,100	3,200	
Other Current Assets	800	700	
Fixed Assets	5,000	5,800	
Accumulated Depreciation	2,100	2,500	
Bills payable	1,400	1,300	
Equity Capital	5,000	5,300	
Retained Profits	2,800	3,700	
	(25)		

Other information:

- (a) Fixed Assets costing Rs. 1,200 were purchased for each.
- (b) Fixed Assets cost Rs. 400, accumulated depreciation Rs. 150, was sold for Rs. 200.
- (c) Depreciation for the year 2011 was Rs. 550
- (d) Dividend paid during 2011 was Rs. 300
- (e) Reported profit for 2011 was Rs. 1,200.

MASTER OF BUSINESS ADMINISTRATION (Executive Programme) FIRST YEAR EXAMINATION

#### Paper 112 — MANAGING CHANGE IN ORGANISATIONS PART-A Answer all Questions

1. (a) Discuss the ways and means to reduce the resistance to change.

#### Or

(b) Explain the factors to be considered for the effective implementation of change.

2. (a) Discuss various issues and concepts in the diagnosis of organizations.

#### Or

- (b) Explain the qualitative methods for organizational diagnosis.
- 3. (a) Discuss briefly any two HR interventions in organizational change process.

#### Or

(b) Explain the techniques in evaluation of organizational change programmes.

4. (a) Discuss the role of OD in organizational change process.

#### Or

(b) What is process consultation and explain its role in change management?

5. (a) Who is an internal change agent and explain his role?

#### Or

(b) Explain the importance of consulting in change process.

#### PART-B

#### **Case Analysis**

6. The class average during this semester looks as if it is going to be a "C" and there does not seem to be any chance of a single student receiving

an "A". This is unfortunate since the course is an important one for your career as a manager. The professor is offering your class the option of submitting an additional "individual term paper" not originally on the syllabus, so that you might improve your grade, if you so desire. The only condition that the professor imposes is that the entire class should vote on together or not it wants to take advantage of this Opportunity to enhance members' grades. The Probability of the vast majority of the class participants improving their grade by one level up is high. However, there are only three more weeks for the semester to end and the professor's expectations are usually high.

#### **Questions :**

Apply Force Field Analysis to decide whether or not the class will choose to take advantage of the Opportunity given to them.