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| **SESSION** | **JUL - AUG 2024** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **III** |
| **COURSE CODE & NAME** | **DHRM302 MANAGEMENT AND ORGANISATIONAL DEVELOPMENT** |
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**Assignment Set – 1**

**1. Describe the steps in OD process.**

**Ans 1.**

**Steps in the OD Process**

Organizational Development (OD) is a systematic approach aimed at enhancing the effectiveness of an organization by aligning its structures, processes, culture, and people. The OD process comprises a series of steps designed to diagnose, plan, implement, and evaluate changes within an organization. The steps include:

**1. Problem Identification and Diagnosis** The OD process begins with recognizing the need for improvement. This step involves identifying specific challenges or opportunities in the organization. Issues such as low employee morale, declining productivity, or ineffective

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**2. Discuss the strategies to manage change with examples.**

**Ans 2.**

**Strategies to Manage Change**

Managing change effectively is crucial for organizations to adapt to evolving environments, technological advancements, and market demands. Change management strategies involve thoughtful planning, communication, and execution to minimize resistance and ensure smooth transitions. Below are some strategies to manage change, along with relevant examples:

**1. Clear Communication** Transparent and consistent communication is the cornerstone of successful change management. Employees need to understand the reasons for the change,

**3. Explain Lewin’s model of Organisational Change.**

**Ans 3.**

**Lewin’s Model of Organizational Change**

Kurt Lewin’s model of organizational change is one of the most widely recognized frameworks for understanding and managing change within organizations. The model is simple, intuitive, and based on the premise that organizational change involves altering the balance between forces driving change and forces resisting it. Lewin proposed a three-step process: **Unfreeze, Change, and Refreeze**. Each stage is essential for ensuring that changes

**Assignment Set – 2**

**4. Discuss the factors influencing ethical judgements.**

**Ans 4.**

**Factors Influencing Ethical Judgments**

Ethical judgments refer to decisions made by individuals or organizations about what is right, wrong, fair, or unfair. These judgments are influenced by various factors, including personal values, cultural norms, organizational practices, and situational contexts. Understanding these factors is essential for promoting ethical behavior in both personal and professional settings.

**1. Individual Factors**

**Personal Values and Beliefs:** Ethical judgments are heavily influenced by an individual’s

**5. Discuss the different types of qualitative evaluation methods available to managers.**

**Ans 5.**

**Types of Qualitative Evaluation Methods Available to Managers**

Qualitative evaluation methods provide managers with in-depth insights into the subjective aspects of organizational processes, employee behaviors, and stakeholder perceptions. These methods rely on non-numerical data, focusing on understanding the "why" and "how" behind outcomes. Managers use these methods to explore complex issues, generate innovative solutions, and support decision-making. Here are the main types of qualitative evaluation

**6. Explain the types of techno-structural interventions with the help of suitable examples.**

**Ans 6.**

**Types of Techno-Structural Interventions**

Techno-structural interventions are a category of organizational development (OD) interventions aimed at improving organizational effectiveness through changes in technology and structure. These interventions focus on aligning technical systems (processes, tools, and technologies) with structural elements (hierarchies, roles, and workflows) to enhance efficiency, adaptability, and innovation. Below are the main types of techno-structural interventions, along with examples:

**1. Job Design** Job design interventions involve modifying roles, tasks, or responsibilities to