**MASTERS OF BUSINESS ADMINISTRATION (MBA)**

**DHRM302, MANAGEMENT &amp; ORGANISATIONAL DEVELOPMENT**

**Assignment Set – 1**

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

**Ans: Lewin’s model of Organisational Change**: Lewin’s Change Model, is a three step model given by the social scientist Kurt Lewin in the year 1951. He viewed behaviour as dynamic balance of forces working in Its Half solved only

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

**Ans:** Process of OD Nowadays, one of the most challenging tasks for the organisation is to bring out change by selecting and implementing the appropriate methods. The process of OD is very complex and it takes around a year or more for

**3. Discuss the factors influencing ethical judgements with the help of examples.**

**Ans:** Factors that Influence Ethical Judgements in a business, while taking ethical decisions and making judgements, the following factors must be taken into consideration:

**1. Personal history:** While making a judgement, personal history that is his cultural and his experiential

**Set – 2**

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

**Ans: There are various types of techno-structural interventions as follows:**

* **Structural Design**
* **Downsizing**
* **Re-engineering**
* **Parallel Structures**
* **High-involvement Organisations (HIO’s)**
* **Total Quality Management**

**Structural design** You will find that structural design in contracted sense can be defined as the process in which reshaping of the organisation roles and structures are done. You can define it in a broader sense as the alignment of structures, rewards, processes, talent and metrics of an organisation with its business strategy. It

**5. Write short notes on the following concepts:**

**a) Emerson’s Power-Dependence Theory**

**Ans: Emerson’s “Power-Dependence Theory”:** This theory was developed by Richard Emerson, a primary architect of social exchange theory and power-dependence theory, (1962) who states the “actor A depend on actor B who is directly proportional to A’s motivational investment by B in the goals mediated as well as inversely proportional to the availability of these goals to A outside of A-B relation

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

**Ans: Qualitative evaluation techniques:** On the other hand include survey comments, focus group interviews and observations. Such techniques are more time consuming for analysis but provide a rich source of information about contextual data and subtleties. Therefore, a combination of both these evaluation methods remains fruitful in OD intervention evaluation. Organisation surveys are the best