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| **SESSION** | **AUG/SEP 2022** |
| **PROGRAM** | **MASTER of business administration (MBA)** |
| **SEMESTER** | **IV** |
| **course CODE & NAME** | **DHRM302-MANAGEMENT & ORGANISATIONAL DEVELOPMENT** |

**Assignment Set – 1st**

**1. Describe the steps in Organizational Development process.**

## Ans: The steps of Organizational Development:-

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

**Ans: Different strategies can be employed to manage changes in the human system in organizations and society. These include:**

1. **Normative – Re-educative strategy:** This strategy gives major emphasis on the fact that behaviour is influenced largely by social and cultural norms of the group, organization or the society to which an individual belongs. You can bring successful change by changing the norms as it is believed that

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

**Ans: Lewin’s Change Model** 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 inverse directions. He believed that such driving forces can help in pushing employees in right direction. On the other hand, there are some limiting forces which restrict employees to move

**Assignment Set – 2nd**

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

**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 background plays a very important role. His gender, race, religion and socio-economic statuses

**5. 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 evaluation method as it provides both quantitative and qualitative

**6. 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