**SESSION AUG/SEP 2022**

**PROGRAM MASTER OF BUSINESS ADMINISTRATION (MBA)**

**SEMESTER IV**

**COURSE CODE &amp; NAME DHRM404– CHANGE MANAGEMENT**

**Assignment Set – 1**

**1. “Process of Organisational transformation helps the company to build a better future to get the best results.” Explain the above statement in detail.**

**Ans:** As discussed, the process of changing the existing commercial culture and achieving a modest advantage to address a significant challenge is called organizational transformation. This step is taken by the leaders to Its Half solved only

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**2.   Discuss the role of Senior Management in Communicating Change.**

**Ans: The following are some of the points that top management people must keep in mind to ensure the success of the change process.**

1. They have to act as sponsors for the change and ensure adequate attention is being given to keep it moving in forward direction at all times. If needed, they should be willing to use their political capital to make the change happen.

2. They must be willing to be

**3.   Explain 5 stages of Kubler-Ross Change Curve in detail.**

**Ans:**

**Stage 1 – Shock or denial** There is a disruption to the status quo. Employees may be surprised by the change or they may not think that the change is needed and are in a position of shock or denial. A few employees may even think that the change is just not going to happen. Since employees are concerned and worried about the changes happening around them, their productivity may drop. This stage requires regular communication with employees to share

**Assignment Set – 2**

**4. Elaborate Kotter and ADKAR leadership frameworks which can be used for the change process.**

**Ans: Kotter Model** This model of change leadership was given by John Kotter. His change leadership model is a suitable technique for managing and initiating change at the organisation level. This model works with the large groups and top management who are working towards

**5. Describe various types of organisational culture.**

# Ans: The Five Elements of Great Organizational Cultures

Let's look a little deeper into each of them.

**Purpose:** Young professionals are more altruistic and want to be a part of solving a problem greater than themselves. They need to understand the why of what they do. Companies now need to have a strong mission statement where they can share the why with their team members. A great example that comes to mind is [SpaceX](http://www.spacex.com/), a company that builds rockets for space exploration. This