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PRESIDENCY UNIVERSITY

BENGALURU

Mid - Term Examinations – October 2025

Date: 07-10-2025

Time: 11.45am to 01.15pm

School: SOC	Program: BBA, BBA (Aviation), BBA (Business Analytics)	
Course Code: BBA3017	Course Name: Organizational Change and Development	
Semester: V	Max Marks:50	Weightage:25%

CO - Levels	C01	C02	C03	C04	C05
Marks	26	24	-	-	-

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Do not write anything on the question paper other than roll number.

Part A

Answer ALL the Questions. Each question carries 2 marks.

5Q x 2M=10M

1	Define organizational change.	2 Marks	L1	C01
2	List any two internal forces that cause organizational change.	2 Marks	L1	C01
3	Name two models of organizational change.	2 Marks	L1	C01
4	What are two individual reasons for resistance to change?	2 Marks	L1	C02
5	When does organizational resistance to change usually occur?	2 Marks	L1	C02

Part B

Answer ALL the Questions. Each question carries 10 marks.

4Q x 10M=40M

6.	Explain the nature of organizational change with suitable examples.	10 Marks	L2	C01
Or				
7.	Compare and contrast internal and external forces of organizational change.	10 Marks	L2	C01

8.	Illustrate Lewin's Force Field Model of Change with a neat diagram and suitable explanation.	10 Marks	L2	C01
Or				
9.	Explain the role of organizational vision in change and the steps to create an effective vision.	10 Marks	L2	C01

10.	Classify the various reasons for resistance to organizational change into individual and organizational categories.	10 Marks	L2	C02
Or				
11.	Illustrate the systematic approach to making organizational change with the help of a real-life example.	10 Marks	L2	C02

12.	Summarize the strategies used to overcome resistance to change and interpret their significance in organizational success.	10 Marks	L2	C02
Or				
13.	Relate the essential skills of leaders to the process of managing and designing organizational change.	10 Marks	L2	C02