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# PRESIDENCY UNIVERSITY

## BENGALURU

### Mid - Term Examinations – October 2025

**Date:** 07-10-2025

**Time:** 11.45am to 01.15pm

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

<b>CO - Levels</b>	<b>CO1</b>	<b>CO2</b>	<b>CO3</b>	<b>CO4</b>	<b>CO5</b>
<b>Marks</b>	<b>26</b>	<b>24</b>	-	-	-

#### 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**

<b>1</b>	Define organizational change.	<b>2 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>2</b>	List any two internal forces that cause organizational change.	<b>2 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>3</b>	Name two models of organizational change.	<b>2 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>4</b>	What are two individual reasons for resistance to change?	<b>2 Marks</b>	<b>L1</b>	<b>CO2</b>
<b>5</b>	When does organizational resistance to change usually occur?	<b>2 Marks</b>	<b>L1</b>	<b>CO2</b>

### Part B

**Answer ALL the Questions. Each question carries 10 marks.**

**4Q x 10M=40M**

<b>6.</b>	Explain the nature of organizational change with suitable examples.	<b>10 Marks</b>	<b>L2</b>	<b>CO1</b>
<b>Or</b>				
<b>7.</b>	Compare and contrast internal and external forces of organizational change.	<b>10 Marks</b>	<b>L2</b>	<b>CO1</b>

8.	Illustrate Lewin's Force Field Model of Change with a neat diagram and suitable explanation.	10 Marks	L2	CO1
Or				
9.	Explain the role of organizational vision in change and the steps to create an effective vision.	10 Marks	L2	CO1

10.	<b>Classify the various reasons for resistance to organizational change into individual and organizational categories.</b>	10 Marks	L2	CO2
Or				
11.	Illustrate the systematic approach to making organizational change with the help of a real-life example.	10 Marks	L2	CO2

12.	<b>Summarize the strategies used to overcome resistance to change and interpret their significance in organizational success.</b>	10 Marks	L2	CO2
Or				
13.	Relate the essential skills of leaders to the process of managing and designing organizational change.	10 Marks	L2	CO2