

Subject Code: MB948 / R09

**M B A - IV Semester Regular/Supply Examinations, Oct/Nov -2013
MANAGEMENT OF CHANGE AND DEVELOPMENT**

Time: 3 hours

Max Marks: 60

Answer any **FIVE** of the following

All questions carry equal marks. **Q.No.8 is compulsory**

- 1) Define Change Management and explain the types of change.
- 2) Briefly explain the influence charts and multiple cause diagrams in mapping change?
- 3) Discuss the relevance of a learning organization in the modern organizations.
- 4) Write a brief note on Organization Development interventions in Indian organizations.
- 5) Explain the change in the labour-management relations in the post-liberalized India.
- 6) What are characteristics of virtual teams? Explain the differences between Teams Vs Groups.
- 7) What are the contemporary issues in managing teams?

8) **CASE STUDY:**

Sunrise Industries wasn't always a big industrial giant. In fact, it had a very humble beginning. Kamaldeep, an electrical engineer, set up a small scale industrial unit in 1975. To start with, he undertook assembly and sale of sewing machines under the name 'Sunrise' and gradually started manufacture of certain spare parts. Because of better quality, greater selling skills and lower profit margin, his sales turnover touched the figure of Rs 100 crore during 1999 – 2000. The products include sewing machines, irons, fans, geysers, etc.

In 1991, Kamaldeep entered into a partnership with Ankit, an M.B.A., who contributed a lot of capital into the business. The firm acquired a big industrial plot in the New Industrial Area of Ludhiana and converted their business into a company known as Sunrise Industries Ltd. in 1993. The brand name 'Sunrise' was also registered in the name of the company. The company started the commercial production of single tub washing machines and instant geysers in 1993. Kamaldeep looked after production and Ankit took care of marketing and finance. They never looked back as they had a motivated work force of 40 workers and 5 foremen who worked like a big family.

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It was during 1995 that the company shifted its head office to New Delhi and entered into a technical collaboration agreement with a foreign company. As a result, new generation twin tub semi-automatic washing machines and vacuum cleaners were launched in 1996 and the products were well received in the market because of latest technology and expanding market for electrical gadgets. The sales turnover increased tremendously every year.

During the first few years, the management and employees of Sunrise Industries were nothing more than a group of friends and relatives. There were no job descriptions, no formalized procedures and not much division of labor. All the people worked together and shared the problems of each other. The decision-making was participative in the sense everyone was free to give his opinion whenever any problem arose. Thus, there were cordial relations between the management and the the employees. But after the collaboration agreement in 1995, the organization structure of the company started changing dramatically. Because of massive expansion, a large number of workers, foremen, executives and professionals were recruited and separate departments were created for the production of sewing machines, irons, fans, geysers, washing machines and vacuum cleaners. Formalization got momentum further with the creation of separate Finance, Marketing and Human Resource divisions. Now all the jobs in the company are standardized, there are job descriptions, manuals, many rules and procedures and also an elaborate management information system. All the important decisions are taken as the top and there are many layers between the top management and the workers because of vertical differentiation that has taken place during the past five years.

The quarterly reports of the last year reveal that percentage of customers complaints is on the rise, the morale of the workers is going down and commitment of the workers to the organisation is on the decline.

Questions :

- (a) What changes in structural dimensions have taken place in Sunrise Industries?
- (b) Is the present structure organic? give reasons for your answer.
- (c) Which approach to organization do you feel can help the company tackle the current problems?
