



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2021_2 EXAMINATION

COURSE CODE: MBA 829

COURSE TITLE: ORGANIZATIONAL CHANGE AND DEVELOPMENT

CREDIT UNIT: 3

INSTRUCTION:

1. Indicate your Matriculation Number clearly
2. Attempt question one (1) and any other three (3) questions; four questions in all
3. Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.
4. Present all your points in a coherent and orderly manner

TIME ALLOWED: 2½ Hours

1a. List and describe in logical sequence the stages that employees go through during periods of change? 15marks

b. Differentiate between a sacred cow hunt and the paper cow approaches to organizational change. 10marks

2. Explain to a newly appointed manager the four styles of Blake and Mouton and the best one to use. 15marks

3. Explain the five areas of potential misunderstanding of Douglas MacGregor's Theory X and Theory Y. 15marks

4a. What factors would you advise a manager to consider to get his planned change accepted? 9marks

b. Describe three types of leadership power. 6marks

5. Explain key aspects of leadership by persuasion. 15marks