The Open University of Sri Lanka

Master of Business Administration in Human Resource Management

Final Examination 2023

HRP9335/ MSP9335/ MCP2135 – Managing Change in Organizations

Duration - Three (03) Hours

Time: 1.30 P.M. - 4.30 P.M.

Date: 17.09.2023

Instructions: Answer any Four (04) Questions. All Questions carry equal marks.

1. Managing change isn't just about crafting and communicating a compelling vision. Nor is successful change management about delegating the soft stuff to human resources. It's about more than having a well-articulated change model (Murphy,2022).
   Critically Evaluate this statement with examples. (25 Marks)
2. "Kotter's 8-step change model guides leaders through the process of instituting change".
   Explain this statement by using an example of a service organization. (25 Marks)
3. "To manage effective change there is a need to have effective and sustained Leadership". Do you agree with this argument? Explain. (25 Marks)
4. Explain the Difference between Transactional Leadership and Transformational Leadership with example of a Government Institute in Sri Lanka. (25 Marks)
5. "To lead radical change, senior leaders must be highly visible and personally involved in the change initiative throughout the organization" Do you agree with this statement? Explain. (25 Marks)

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