



Centre for Distance and Online Education (CDOE)

Tezpur University

Tezpur, Assam- 784028

ASSIGNMENT FOR SPRING SEMESTER END EXAMINATION, 2023

Course Name- ORGANIZATIONAL CHANGE AND DEVELOPMENT

Course Code- DIPHRD / DHR 204

Full Marks= 30

Answer the following questions:

1. Identify the various resistances to change. Using individual ADKAR model describe the effectiveness of different approaches to managing resistance. **10**
2. Explain the significance and the process of organizational change. **10**
3. Explain Kurt Lewins' three step change process and the types of constraints in each of these stages. **10**
