

LAIKIPIA



UNIVERSITY

UNIVERSITY EXAMINATIONS

2ND SEMESTER 2023/2024 ACADEMIC YEAR

EXAMINATION FOR MASTERS OF BUSINESS ADMINISTRATION

MBAD 793: MANAGEMENT OF STRATEGIC CHANGE

STREAM: *MBA*

TIME: *3 HRS*

DAY: *THURSDAY [8.30-11.30 A.M]*

DATE: *29/03/2024*

THIS QUESTION PAPER CONSISTS OF TWO (2) PAGES

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INSTRUCTIONS: Answer Question ONE and any other ONE Question

QUESTION ONE

- a) Imagine you are the Human Resources Manager of Eveready Kenya Ltd, which is currently undergoing changes due to rural electrification. The changes may mean the organization close shop because their products will not be required by the consumer in the long run. The C.E.O requests you to write a report on the possible ways that the company can be rejuvenated back to business. **(10 marks).**
- b) Discuss Kurt Lewin's 3-phase change management model **(8 marks)**
- c) Change being a constant aspect in an organization, its complexity cannot be undermined, especially because the most affected resource is the individuals working in the organization. Bearing this in mind, clearly explain how you can deal with individuals' resistance to change. **(10 marks)**
- d) Kenya's constitution is an instrument of change that purposes to solve Kenya's troubled past. With examples from any one of the constitutional bodies, show how the change process has been managed. **(12 marks)**

QUESTION TWO

- a) Discuss the statement, "Strategic changes whilst triggered by change in the external environment nevertheless have their greater impact on an organization's internal affairs." **(10 marks).**
- b) Discuss the role of Human Resources Management in managing change. **(10 marks)**

QUESTION THREE

- a) You are in charge of the justice and peace commission of Ngong Diocese-Kajiado County. Female genital mutilation is prevalent in this county. Explain what you would do to make sure people in Kajiado embrace the desired change. **(20 marks)**

END

