



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN RESOURCES,
INDUSTRIAL & LABOUR RELATIONS**

CHANGE MANAGEMENT

HHRM 421

PART 4 SEMESTER 1

Total Marks [100]

DATE: OCTOBER 2024

Time: 3 Hours

INSTRUCTIONS

1. This paper has ***six (6)*** questions
2. Answer question ***one (1)*** and ***any other three (3)***
3. Each question carries ***25 marks***
4. Start each question on a new page

1. "The only people who like change are the wet babies" Old Proverb. Discuss. (25 Marks)

2. 'Change management has become the necessary antidote in today's organizations to survive' Examine this assertion. (25 marks)

3. Discuss how the following models may assist in managing change in today's turbulent business environment

a. Bell Adoptive Curve model. (10 Marks)

b. John Kotter 7 step Model. (15 marks)

4. Explain how power and politics may have impact on the change process of an organization. (25 marks)

5. Discuss the applicability of Mckinseys 7Ss model when effecting change in an organization. (25marks)

6) "It is not the strongest species that survive, nor the most intelligent, but the ones most receptive to change" Charles Darwin. Discuss. (25 Marks)

END OF PAPER

