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| **Kingdom of Saudi Arabia**  **Ministry of Education**  **Saudi Electronic University** | A picture containing text, outdoor, sign  Description automatically generated | **المملكة العربية السعودية**  **وزارة التعليم**  **الجامعة السعودية الإلكترونية** |

**College of Administrative and Financial Sciences**

**Assignment 1**

**Organization Design and Development (MGT 404)**

**Due Date: 08/10/2022 @ 23:59**

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| Course Name: **Organisation Design & Development** | Student’s Name: |
| Course Code: **MGT404** | Student’s ID Number: |
| Semester: First | CRN: 14657 |
| Academic Year:**2022-23-1st** | |
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**For Instructor’s Use only**

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| Instructor’s Name: **Dr Syed Akmal** | |
| Students’ Grade:  Marks Obtained/**Out of 15** | Level of Marks: High/Middle/Low |

**General Instructions – PLEASE READ THEM CAREFULLY**

* The Assignment must be submitted on Blackboard (**WORD format only**) via allocated folder.
* Assignments submitted through email will not be accepted.
* Students are advised to make their work clear and well presented, marks may be reduced for poor presentation. This includes filling your information on the cover page.
* Students must mention question number clearly in their answer.
* Late submission will NOT be accepted.
* Avoid plagiarism, the work should be in your own words, copying from students or other resources without proper referencing will result in ZERO marks. No exceptions.
* All answered must be typed using **Times New Roman (size 12, double-spaced)** font. No pictures containing text will be accepted and will be considered plagiarism).
* Submissions without this cover page will NOT be accepted.

**Learning Outcomes:**

1. Describe the basic steps of the organizational development process.
2. Evaluate the strategic role of change in the organization and its impact on organizational performance.

**Assignment Question(s):**

Please refer to the case study titled **“Planned Change at The San Diego County Regional Airport Authority”** given on Page number 31, Chapter 2in your textbook and answer the following questions:

1. Critically discuss the organizational development process at San Diego Airport and describe its stages. (3 marks)
2. Which model of planned change has been used in the case of San Diego airport from your point of view? If you were the person in charge, which model of change would you choose? and why? (3 marks)
3. Discuss the main challenges faced by the transition team during the planning and implementation phases. (2 marks)
4. Discuss the key success factors that played a major role in accomplishing the task in your opinion. (2 marks)
5. Discuss the impact of the change on the overall performance of the Airport. (2 marks)
6. Critically evaluate the change process and if you were the consultant what would you have done differently? (3 marks)

**Notes:**

* **It is always better to include the terminology developed in the course of Organization Design and Development in your answers.**
* **You MUST include at least 5 outside references (other than the slides and textbook) using a proper referencing style (APA).**
* **Using references from SDL will be highly valued.**

**Answers**

1. **Answer-**
2. **Answer-**
3. **Answer-**
4. **Answer**
5. **Answer**
6. **Answer**