



JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS & ECONOMICS

UNIVERSITY EXAMINATION FOR THE MASTER OF BUSINESS

ADMINISTRATION DEGREE

2ND YEAR 1ST SEMESTER 2024/2025 ACADEMIC YEAR

KISUMU CAMPUS

COURSE CODE: MBA 851

COURSE TITLE: MANAGEMENT OF STRATEGIC CHANGE

DATE: 02/05/2024

EXAMS SESSION: 9.00 – 12.00 NOON

DURATION: 3 HOURS

INSTRUCTIONS

- ❖ **Answer any THREE questions**
- ❖ **Candidates are advised not to write on the question paper**
- ❖ **Marks allocated to each question are shown at the end of the question**

QUESTION ONE

(20 marks)

- a) Explain the role of effective leadership in managing strategic change. Provide examples and discuss the key attributes that successful change leaders possess. (10 marks)
- b) Analyze the relationship between organizational culture and the success of strategic change initiatives. How can leaders leverage or transform organizational culture to facilitate change? (10 marks)

QUESTION TWO

(20 marks)

- a) Discuss the common sources of resistance to strategic change within an organization. Identify strategies that leaders can employ to overcome resistance and ensure successful implementation. (10 marks)
- b) Examine the importance of measuring and evaluating the outcomes of strategic change initiatives. Discuss key performance indicators (KPIs) that can be used to assess the success of a change program. (10 marks)

QUESTION THREE

(20 marks)

- a) Explore and outline three distinct strategies for implementing strategic change within an organization. (10 marks)
- b). Discuss the crucial role of effective communication in the success of strategic change initiatives. (10 marks)

QUESTION FOUR

(20 marks)

- a) Examine the challenges and opportunities presented by globalization in the context of managing strategic change. (10 marks)
- b. Discuss how organizations can adapt their change management approaches to thrive in a global business environment. (10 marks)

QUESTION FIVE

(20 marks)

- a. Investigate the relationship between sustainability initiatives and strategic change within organizations. (10 marks)

b) Analyze how advancements in technology and innovation can impact the process of strategic change. (10 marks)

"JOUUST Observes Zero Tolerance to Examination Cheating"