

Unit 11 – Week 9

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Assignment 9

The due date for submitting this assignment has passed. **Due on 2020-11-18, 23:59 IST.**
As per our records you have not submitted this assignment.

- 1) There are different phases in organisation growth cycle. Which one of the following is not an organisational growth phase as per L. Greiner?

(a) Authority

(b) Creativity

(c) Delegation

(d) Coordination

No, the answer is incorrect.
Score: 0
Accepted Answers:
(a) Authority

2) How many categories of organisational change have you learnt about?

(a) Two

(b) Three

(c) Four

(d) Five

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) Three

3) 'Feeling appreciated, valued, or needed' are the issues related to which component of organisational change?

(a) Variety

(b) Growth

(c) Connection

(d) Significance

No, the answer is incorrect.
Score: 0
Accepted Answers:
(d) Significance

4) Which one of the following is treated as one of the methods of organisational change?

(a) Decreasing positivity

(b) Leadership

(c) Distance with others

(d) Utilisation of weakness in workplace

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) Leadership

5) Which one of the following is an important characteristic of organisational change?

(a) A strategy not an action

(b) An event not a process

(c) A process not an event

(d) None of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(c) A process not an event

6) Find out the factor from the followings that does not affect organisational change?

(a) Psychological

(b) Personal

(c) Social

(d) Geographical

No, the answer is incorrect.
Score: 0
Accepted Answers:
(d) Geographical

7) What type of radical change have you seen when incremental change like product improvement is happened?

(a) Transform entire organisation

(b) New products create new markets

(c) Reach new equilibrium

(d) All of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) New products create new markets

8) Which one of the followings is not an internal force that affects organisational change?

(a) Vision

(b) Continuous leadership

(c) Conflict

(d) Policy

No, the answer is incorrect.
Score: 0
Accepted Answers:
(c) Conflict

9) Which one is not an internal force affecting for organisational change?

(a) Technology change

(b) Organisational silence

(c) Nature of workforce

(d) Managerial position

No, the answer is incorrect.
Score: 0
Accepted Answers:
(a) Technology change

10) Typical kinds of change efforts directed at human resources include changing culture in response to diversity, _____, changing top management team, etc. Fill up the blank.

(a) Neglecting training and development

(b) Keeping employees out of the company culture

(c) Reward systems

(d) None of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(c) Reward systems

11) How many types of resistance to change have you learnt from the lecture?

(a) Six

(b) Five

(c) Four

(d) Three

No, the answer is incorrect.
Score: 0
Accepted Answers:
(d) Three

12) Which is the main reason for resistance to change sought to be realised?

(a) Dare to unforeseen events

(b) Loss of status or job security

(c) Highly aligned reward system

(d) None of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) Loss of status or job security

13) Difference in orientation, power and conflict are related to which level source of resistance to change?

(a) Individual level

(b) Sub unit level

(c) Group level

(d) None of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) Sub unit level

14) Which of the following is one of the advantages of resistance to change.

(a) Avoids employees

(b) Analyses the risk

(c) Creates diverse risk plans

(d) All the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) Analyses the risk

15) Resistance is a very strong and contagious force. It is useful to prepare and have productive antidotes for the situation like regular checking posture, physical balance and breathing as a man.

(a) True

(b) False

No, the answer is incorrect.
Score: 0
Accepted Answers:
(a) True

16) Which one of the following is not included in organisational level forces of resistance to change?

(a) Organisational structure

(b) Organisational conflict

(c) Organisational culture

(d) Over determination

No, the answer is incorrect.
Score: 0
Accepted Answers:
(b) Organisational conflict

17) 'Establishing the new force for status quo' is found in which stage of three stage model theory?

(a) Refreeze

(b) Moving

(c) Unfreeze

(d) None of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(a) Refreeze

18) Who has developed Change Management Theory which has eight stages and every one of them focuses on employees' response to change?

(a) Henri Fayol

(b) Ronald Havelock

(c) Kurt Lewin

(d) John Kotter

No, the answer is incorrect.
Score: 0
Accepted Answers:
(d) John Kotter

19) In which country Elton Mayo was born?

(a) Australia

(b) Canada

(c) France

(d) Germany

No, the answer is incorrect.
Score: 0
Accepted Answers:
(a) Australia

20) The benefits like promoting motivation, source of information and acting as controlling process are related to which approach of dealing with change?

(a) Education and communication

(b) Participation and involvement

(c) Manipulation and cooperation

(d) None of the above

No, the answer is incorrect.
Score: 0
Accepted Answers:
(a) Education and communication