

- Q.23 Name the techniques commonly used in OD interventions.
 - Q.24 Describe the characteristic of a positive organizational climate.
 - Q.25 List the factors that can contribute to shaping organizational culture.
 - Q.26 Discuss organizational effectiveness.
 - Q.27 Explain the concept of group cohesion and its importance in teamwork.
 - Q.28 Discuss inter-group behaviour.
 - Q.29 What are the principles of conflict management?
 - Q.30 Define team building and explain its significance in organizational settings.
 - Q.31 Name the qualities of an effective team leader.
 - Q.32 Describe techniques for improving team cohesion.
 - Q.33 Define organizational effectiveness and list the factors influencing it.
 - Q.34 Explain how organizational culture can impact employee behaviour.
 - Q.35 Describe limitations of organizational development.

Section-D

Note: Long answer questions. Attempt any two question out of three Questions. (2x10=20)

- Q.36 Discuss the concept of organizational culture in detail. Explain its significance for organizations.

Q.37 Explain the concept of organizational change resistance. Discuss the reasons why employees may resist change initiatives.

Q.38 Team building is essential for creating cohesive and high-performing teams. Discuss the principles of effective team building.

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Subject : Organisational Change & Development

Time : 3 Hrs. M.M. : 100

SECTION-A

Note: Multiple type Questions. All Questions are compulsory. (10x1=10)

- Q.1 What is the primary concept underlying organizational change?

 - a) Stability
 - b) Growth
 - c) Adaptation
 - d) Inertia

Q.2 Which of the following is NOT a force of change in organizations?

 - a) Technological advancements
 - b) Market stability
 - c) Economic factors
 - d) Social trends

Q.3 Which term refers to the active opposition to change within an organization?

 - a) Resilience
 - b) Adaptation
 - c) Resistance
 - d) Compliance

Q.4 What is the primary goal of change management?

 - a) To maintain the status quo
 - b) To accelerate resistance to change
 - c) To facilitate successful transitions
 - d) To discourage innovation

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- Q.5 What is the main characteristic of organizational development?
- Focus on individual performance
 - Emphasis on short-term goals
 - Systematic approach to change
 - Inflexibility in adapting to change
- Q.6 Which of the following is NOT a technique of organizational development?
- Survey feedback
 - Role negotiation
 - Benchmarking
 - Micro-management
- Q.7 What is meant by organizational climate?
- The physical environment of the workplace
 - The emotional atmosphere within an organization
 - The hierarchy of authority
 - The organization's financial status
- Q.8 Which factor does NOT influence organizational culture?
- Leadership style
 - Geographical location
 - Employee demographics
 - Organizational structure
- Q.9 What is a key function of organizational culture?
- Creating conflict
 - Limiting innovation
 - Enhancing employee morale
 - Maintaining stagnation
- Q.10 What is an essential quality of a team builder?
- Authoritarian leadership
 - Lack of communication skills
 - Open-mindedness
 - Resistance to change

Section-B

Note: Objective type questions. All questions are compulsory. $(10 \times 1 = 10)$

- Q.11 Organizational change management helps in overcoming resistance to change. True/False
- Q.12 Organizational development techniques include role negotiation and survey feedback. True/False
- Q.13 Group behaviour and conflicts have no impact on organizational effectiveness. True/False
- Q.14 Organizational culture remains constant and cannot evolve over time. True/False
- Q.15 Organizational climate is influenced by external factors such as industry trends and economic conditions. True/False
- Q.16 Team building involves fostering collaboration and trust among team members. True/False
- Q.17 Organizational effectiveness is solely determined by the size of the organization. True/False
- Q.18 Conflict within groups always leads to negative outcomes. True/False
- Q.19 Organizational culture does not impact employee engagement and retention. True/False
- Q.20 Effective team builders prioritize individual achievements over team success. True/False

Section-C

Note: Short answer type Question. Attempt any twelve questions out of fifteen Questions. $(12 \times 5 = 60)$

- Q.21 What is the primary goal of organizational change?
- Q.22 Define organizational development (OD) and its primary focus.