

- Q.16 What is the process of facilitating organizational change?
- Q.17 Provide 4 factors that lead to change in an organizational culture.
- Q.18 Explain the time interpersonal intervention. How to distinguish it from individual intervention.
- Q.19 Give the process of OD interventions in short.
- Q.20 Suggest 4 ways through which resistance to organizational change can be overcome.
- Q.21 Suggest the ways through which a change can be introduced in organizational culture.
- Q.22 Give 4 factors which affect the team building process.

SECTION-D

Note: Long answer questions. Attempt any two questions out of three Questions. (2x8=16)

- Q.23 Give the meaning of organizational culture. Also explain how organizational culture is different from organizational climate.
- Q.24 Give the meaning and significance of the concept of organizational development.
- Q.25 What is the need of organizational effectiveness. Also suggest ways to improve this organizational effectiveness.

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Branch : DBM HRM
Sub. : Organisational Change & Development**

Time : 3 Hrs. M.M. : 60

SECTION-A

Note: Multiple Choice Questions. All Questions are compulsory. (6x1=6)

- Q.1 Which of the following factors influence organizational climate?
- The type of furniture in the office
 - Employee age
 - How employees are treated by managers
 - The time employees start work
- Q.2 Which of the following is a technique of organizational development?
- Team building activities
 - Increasing employee holidays
 - Hiring new employees
 - Changing office rules

Q.3 Which of the following is a force for organizational change?

- a) Employee feedback
- b) New Technology or competition
- c) Office renovations
- d) Employee hobbies

Q.4 What is group intervention?

- a) Organizing a group trip
- b) Helping a group solve problems together
- c) Dividing employees into smaller teams
- d) Holding company wide meetings

Q.5 What is the organizational climate?

- a) The weather outside the company
- b) The general feeling or atmosphere at work
- c) The color of the office walls
- d) The number of employees

Q.6 What does organizational effectiveness refer to?

- a) How well a company achieves its goals
- b) The number of employees in a company
- c) The amount of money a company makes
- d) The number of meeting held

SECTION-B

Note: Objective/Completion type questions. All questions are compulsory. $(6 \times 1 = 6)$

Q.7 Organizational climate refers to the general feeling or atmosphere at the workplace. (True/False)

Q.8 Group intervention is about helping a group of employees work together to solve problems. (True/False)

Q.9 Organizational effectiveness refers to how well a company meets its goals. (True/False)

Q.10 New technology is a force that can drive organizational change. (True/False)

Q.11 How managers treat employees can influence the organizational climate. (True/False)

Q.12 Team building is a technique used in organizational development. (True/False)

SECTION-C

Note: Short answer type Questions. Attempt any eight questions out of ten Questions. $(8 \times 4 = 32)$

Q.13 What are the 4 components of an organizational culture?

Q.14 Explain the process of organizational development.

Q.15 What are the various techniques of organizational development. Explain any 2 of them.