

- 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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### **4th Sem. / Branch : DBM, DBM (IPM) 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. (10x1=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. (12x5=60)**

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