4th Sem./Branch : DBM, (HRM)

Subject : Organisational Change and Development

Time : 3 Hrs.   M.M. : 60

SECTION-A

Note: Multiple choice questions. All questions are compulsory   (6x1=6)

Q.1 What is the primary focus of organizational change principles?
 a) Maintaining the status quo
 b) Resisting external influences
 c) Embracing stability
 d) Adapting to environmental dynamics

Q.2 Which of the following is NOT a force of organizational change?
 a) Technological advancements
 b) Government regulations
 c) Employee satisfaction
 d) Economic conditions

Q.3 What is a common factor contributing to resistance to organizational change?
 a) Lack of communication
 b) Excessive employee empowerment
 c) Overly rigid organizational structure
 d) All the above

Q.19 Discuss the concept of organizational effectiveness and explain why it is essential for organizational success.

Q.20 What are some key factors that influence team building effectiveness within organizations?

Q.21 Describe the types of organizational development (OD) interventions.

Q.22 How can organizations ensure the sustainability of changes implemented through organizational development?

SECTION-D

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

Q.23 Discuss the role of leadership in driving organizational change. Explain how different leadership styles can impact change initiatives.

Q.24 Describe how a positive organizational climate and culture can foster employee engagement and commitment, and discuss strategies organizations can use to cultivate a supportive work environment.

Q.25 Discuss how factors such as organizational size, industry, and geographical location can influence the effectiveness of OD interventions, and propose strategies for overcoming these challenges to ensure successful implementation.

Q.4 How can organization overcome resistance to change?
a) Ignoring dissenting voices
b) Implementing change abruptly
c) Providing education and training
d) Limiting stakeholder involvement

Q.5 What is the primary distinction between organizational climate and culture?
a) Organizational climate is stable, while culture is dynamic.
b) Organizational culture refers to physical environment, while climate refers to social environment.
c) Organizational culture is more tangible, while climate is more abstract.
d) Organizational climate represents long-term values, while culture represents short- term attitudes.

Q.6 What is a key objective of organizational development?
a) Maintaining the status quo
b) Facilitating organizational growth and change
c) Increasing organizational hierarchy
d) Minimizing employee involvement

SECTION-B

Note: Objective/ Completion type questions. All questions are compulsory.   (6x1=6)

Q.7 Organizational culture is more tangible and easier to change compared to organizational climate. True/False

Q.8 One of the objectives of organizational development is to reduce organizational complexity. True/False

Q.9 Organizational development interventions primarily focus on addressing individual-level issues rather than systemic issues. True/False

Q.10 Factors such as employee motivation can influence team building efforts. True/False

Q.11 Organizational effectiveness is solely determined by financial performance. True/False

Q.12 One of the steps in improving organizational effectiveness is to identify and address inefficiencies in processes and systems. True/False

SECTION-C

Note: Short answer type questions. Attempt any eight questions out of ten questions.   (8x4=32)

Q.13 What are some common strategies organizations can employ to effectively communicate organizational change to employees?

Q.14 Describe approaches organizations can use to assess the readiness for change among employees.

Q.15 Explain in detail the process of team building.

Q.16 Discuss in detail the process of organizational development.

Q.17 What are the techniques of organisational development? Explain in brief.

Q.18 How can organizational culture contribute to the success of change initiatives? Explain.