

- Q.19 What are the key components of organizational culture? Briefly explain each component.
- Q.20 Identify factors that has influence on organizational climate.
- Q.21 Outline the objectives of organizational development (OD) in an organizational setting.
- Q.22 Explain in brief the techniques commonly used in organizational development. interventions.

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x8=16)
- Q.23 Explain the concept of team building. Discuss in detail the factors affecting team building.
- Q.24 Differentiate between organizational climate and organizational culture. Discuss the process of change in organisational climate and culture.
- Q.25 Discuss the process of organizational development (OD) interventions. Explain in detail the objectives of OD interventions.

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4th Sem./ 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 a fundamental component of organizational climate and culture?
- Leadership style
 - Financial performance
 - Employee demographics
 - Organizational structure
- Q.2 Which of the following is NOT an objective of organizational development?
- Enhancing employee satisfaction
 - Reducing organizational complexity
 - Increasing employee turnover
 - Improving communication channels
- Q.3 What is a common technique used in organizational development?
- Micromanagement
 - Employee isolation

- c) Performance appraisal
 - d) Team-building exercises
- Q.4 What is the primary purpose of individual interventions in organizational development?
- a) Addressing systemic issues
 - b) Fostering personal growth and development
 - c) Enhancing team cohesion
 - d) Implementing organizational policies
- Q.5 Which factor does NOT affect team building?
- a) Leadership style
 - b) Organizational structure
 - c) Geographic location
 - d) Employee motivation
- Q.6 What is a critical step in improving organizational effectiveness?
- a) Decreasing employee autonomy
 - b) Limiting communication channels
 - c) Implementing employee surveillance
 - d) Identifying and addressing inefficiencies

SECTION-B

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

- Q.7 Organizational change principles primarily focus on maintaining the status quo within an organization. (True/False)
- Q.8 Employee dissatisfaction is considered a force or organizational change.(True/False)

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- Q.9 Resistance to organizational change is always detrimental to organizational growth. (True/False)
- Q.10 Organizational climate refers to the physical environment of the workplace, while culture refers to the social environment. (True/False)
- Q.11 Organizational development aims to minimize employee involvement in decision-making processes.(True/False)
- Q.12 Team building is a process that involves addressing factors such as leadership style and organizational structure. (True/False)

SECTION-C

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

- Q.13 Define organizational change and briefly explain its significance in today's dynamic business environment.
- Q.14 What are some common forces driving organizational change? Explain.
- Q.15 Describe the process of organizational change.
- Q.16 What is the process of organizational development? Discuss.
- Q.17 What are different steps required to be taken for improving organizational effectiveness?Explain
- Q.18 Discuss in detail the techniques of organizational development.

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