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SARDAR PATEL UNIVERSITY

MHRM - IV Semester Examination,

Day: Saturday

Date: 25-04-2015

Session: Evening

Time: 2:30 p.m. To 05:30 p.m.

Subject Code: PA04EHRM06

Subject: Organizational Effectiveness & Change

Total Marks: 70 Marks

Q.1 Attempt all the questions.

Marks: 10

1. _____ Culture is usually characterized by high turnover of employees.
a) Weak b) Strong c) Dominant d) Subculture
2. Which of the following statement is false?
a) Empowerment reduce stress & anxiety
b) Unstructured guidelines are set with the help of empowerment.
c) Empowered organization put emphasis on centralization.
d) Empowered organizations appoint fewer managers with wider responsibility.
3. Which of the following is/are cause of organization change?
a) Technological Changes c) Merger & Acquisitions
b) Expansion d) All of the Above
4. The technique designed to help people escape from habitual mind pattern called _____
a) Lateral Thinking c) Sequential Thinking
b) Vertical Thinking d) Horizontal Thinking
5. _____ is the process of converting a creative idea into a useful product.
a) Effectiveness c) Creativity
b) Development d) Innovation
6. Which of the following is not a creativity-inducing factor?
a) Organization Size c) Creative People
b) Organization Culture d) Diversity
7. Organizational Climate serves as facilitator to organizational performance.
a) True b) False

8. _____ refers to the process by which novel but situationally appropriate outcomes are brought.
- a) Innovation b) Learning c) effectiveness d) Creativity
9. Which of the following is a reason for organizational politics?
- a) Effectiveness c) Team Spirit
b) Discretionary Authority d) Deployment
10. The term "climate" when used to describe organizations refers to
- a) the way members perceive the organization; its identity
b) the ratio between cost of production and profits.
c) Weather conditions that can affect how hard employees work.
d) The hierarchical structure of organization

Q.2 Discuss the concept and process of empowerment. (Marks: 15)

OR

Q.2 Define organization effectiveness. Explain models of organization effectiveness.

Q.3 Explain bases of power with relevant examples. (Marks: 15)

OR

Q.3 Describe Organization Development in detail.

Q.4 Critically evaluate the statement: The change is successful if it is a planned way which proceeds in a sequential form. (Marks: 15)

OR

Q.4 Explain process of creativity and various methods used to enhance creativity.

Q.5 Write Short Note **(Any Two)** (Marks: 15)

1. Innovation
2. Organization Politics
3. Organization learning
4. Difference between organization culture and organization climate

----- ALL THE BEST -----