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SARDAR PATEL UNIVERSITY

External Examination, MHRM Semester – IV

Date:-21/04/2016

Day: - Thursday

Time:-2:30 to 5:30 pm

Session: - Evening

Subject: - Organizational Effectiveness and Change

Subject Code: - PA04EHRM06

Total Marks:-70

Q1) Multiple Choice Questions:-

(10 marks)

- 1) _____ is required to maintain equilibrium between various external and internal forces to achieve organizational goals.
 - a) Organizational culture
 - b) Organizational change
 - c) Organizational climate
 - d) Organizational learning
- 2) Grid Organization development was developed by _____.
 - a) Kurt Lewin
 - b) Blake and Mouton
 - c) Porras and Berg
 - d) Pitts and Berg
- 3) _____ may be defined as the degree to which an organization realizes its goals.
 - a) Effectiveness
 - b) Effluent
 - c) Efficiency
 - d) Efforts
- 4) In KRA, R stands for _____.
 - a) Result
 - b) Research
 - c) Resource
 - d) Report
- 5) _____ Culture expresses the core values that are shared by majority of the organizational members.
 - a) Subculture
 - b) Strong
 - c) Dominant
 - d) Weak
- 6) _____ power is defined as the power which rests upon the application or the threat of application of physical sanction.
 - a) Coercive
 - b) Charismatic
 - c) Legitimate
 - d) Informative

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(C.P.T.O.)

- 7) The basic theme of empowerment has emerged from the proponent of _____
a) Quality circle c) Brain storming
b) Kaizen d) Total Quality Management
- 8) _____ refers to the ways people gain and use power in organization.
a) Values b) Ethics c) Politics d) Tactics
- 9) _____ enhances the feelings of ownership of jobs in employees.
a) Change c) Culture
b) Empowerment d) Climate
- 10) Sensitivity training is also known as _____
a) T - group c) S - group
b) F -group d) G - group

Q 2) Define Organizational Effectiveness. Discuss its models. (15 Marks)

OR

Q 2) Explain the stages and Elements for change with relevant examples.

Q 3) Define Power. Elaborate the bases of power. (15 Marks)

OR

Q 3) Define Empowerment. Explain the process of empowerment.

Q 4) Discuss the OD Interventions with examples. (15 Marks)

OR

Q 4) Discuss the differences and similarities of organizational culture and organizational climate.

Q 5) Write short notes :- (Any two) (15 Marks)

- 1) Innovation
- 2) Organizational Politics
- 3) Creativity
- 4) Organizational Learning

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