

SARDAR PATEL UNIVERSITY

MASTER OF HUMAN RESOURCE MANAGEMENT EXAMINATION SEMESTER- III

Day: Friday

Date: 29-11-2013

Subject/Course code: PA03EHRM04

Time: 2:30 PM To 5:30 PM

Subject/Course Title: Organizational Dynamics

Total Weightage/ Marks: 70

Q1) Choose the correct alternatives:-

(10 mark)

- 1) _____ is one which is skilled at creating, acquiring and transferring knowledge and modifying its behavior to reflect new knowledge.
 - a) Learning organization
 - c) organization learning
 - b) Organization behavior
 - d) organization culture
- 2) _____ is the third stage of group development.
 - a) Forming
 - b) Storming
 - c) Performing
 - d) Norming
- 3) _____ is the process of enabling employees to set their own goals, make decisions and solve problems within their sphere of responsibility and authority.
 - a) Depowerment
 - c) Empowerment
 - b) Motivation
 - d) Power
- 4) _____ is marked by a set of core values that are shared by a majority of organizational members.
 - a) Subculture
 - c) Strong culture
 - b) Weak culture
 - d) Dominant culture
- 5) Which power is based on position and mutual agreement?
 - a) Coercive
 - b) Legitimate
 - c) Referent
 - d) Expert
- 6) In Organizational culture context OCTAPACE, T stands for ____
 - a) Transparency
 - c) Team
 - b) Trust
 - d) Task
- 7) _____ is the second stage in the process of delegation of authority.
 - a) Assignment of duties
 - c) Acceptance of assignment
 - b) Transfer of Authority
 - d) Creation of responsibility
- 8) _____ groups provide a very important service by satisfying their member's social needs.
 - a) Formal
 - b) Planned
 - c) Task
 - d) Informal
- 9) _____ is one of the positional power.
 - a) Reward power
 - c) Expert power
 - b) Referent power
 - d) Charismatic power

10) _____ is defined as “the ability of one individual, function or division to cause another individual, function or division to do something that it would not otherwise have done.

- a) Motivation b) Ethics c) Values d) Power

Q 2) Attempt the following: (Any one) (15 marks)

- 1) Define learning organization. Explain the process of learning organization. OR
- 2) Define Group. Explain the phases of group development and list down the types of group.

Q 3) Attempt the following: (Any one) (15 marks)

- 1) Define organization culture. Elaborate its process giving relevant examples. OR
- 2) Define Empowerment. Explain the process of empowerment.

Q 4) Attempt the following: (Any one) (15 marks)

- 1) Discuss the social responsibilities of the organization giving relevant examples OR
- 2) Define stress. Explain its sources and coping strategies for stress management.

Q 5) Write short notes: (Any two) (15 marks)

- a) Decentralization and Delegation
- b) Bases of Power
- c) Organization ethics and values
- d) Group cohesiveness

BEST OF LUCK