

(19 & A-10) Seat No: _____

No. of Printed Pages : 2

Sardar Patel University

MHRM IIIrd Semester Examination – 2016

Subject: Organizational Development and Change Management

Subject code: PA03CHRM01

Date: 18.10.2016

Time: 10 :00am – 01:00pm

Day: Tuesday

Total Marks: 70

Q.1 Multiple choice questions (10)

1. _____ is not the characteristics of organizational development?

- A) Leadership Support B) Leadership Support C) Role Clarity D) Role Confusion

2. _____ is the step(s) in planned change

- A) Select a Change Agent B) Develop a plan
C) Recognize the need for Change D) All of them

3. _____ is the type of organization change

- A) Intentional change B) Deliberate Change C) Key Change D) Reactive Change

4. The origin of organizational change was introduced by _____

- A) Naomi Stanford B) Peter R. Garber C) Nadler and Tushman D) None

5. By structure, Leavitt meant _____

- A) Structures of authority B) People C) Only authority D) None

6. 'The Organisational Design and Change : Collaborative Approach' book is written by _____

- A) Naomi Stanford B) Strup C) Peter R. Garber D) None

7. 'Change Is Everybody's Business: Claim Your Change Power' book is written by _____

- A) Naomi Stanford B) Pat McLagan C) Peter R. Garber D) None

8. Work flow analysis includes _____

- A) Analyzing work output B) Analyzing Work Process
C) Analyzing work inputs D) All

9. Job Analysis= Job Description+ _____

- A) Job analytics B) Job Specification C) Job Development D) None

10. 'Natural Forces for Business Success: Harnessing the Impact' book is written by _____

- A) Naomi Stanford B) Peter R. Garber C) Pat McLagan D) None

(P.T.O.)

Q.2 Explain organizational design with the help of Typology of Organization Structures. (15)

OR

Q.2 Explicate the emerging issues of work organisation and Quality of Working Life with examples.

Q.3 Define organization and explain the Organisational Diagnosis: Tools and Techniques. (15)

OR

Q.3 Explain the Interview as a Diagnostic Tool with examples.

Q.4 Explain the Factors Affecting Organisation Structures with examples. (15)

OR

Q.4 Explain the innervations of organization in detail with suitable examples.

Q.5 Write Short Notes (Any Two) (15)

1. Job Design
2. Process of Change
3. Organisational Development (OD)
4. Questionnaire as a Diagnostic Tool

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(2)