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SEAT No. _____

No. of Printed Pages : 2

SARDAR PATEL UNIVERSITY

MSW-IV SEMESTER EXAMINATION -2019

Subject: Organizational Development & Dynamics

Date: 27/03/2019

Day: Wednesday

Subject Code: PA04EMSW22/09

Time: 02:00pm to 05:00pm

Total Marks: 70

Q.1 Multiple Choice Questions

(10)

1. Which one of the following is a 'secondary group'?
a. Nuclear family b. Peer group c. Association d. Joint family
2. Which of these terms describes the degree to which group members come together as one unit to reach a common goal?
a. Group Cohesion b. Group Synergy c. Group Respect d. Group Focus
3. _____ has given transformational leadership theory.
a. Burnard Bass b. Arthur Dunham c. McGregor Burns d. James Collins
4. _____ is not one of the layers of cultural influence.
a. Social b. Company c. Organizational d. Business
5. Which one of the following is not the phase of group development?
a. Forming b. Norming c. Monitoring d. Adjourning
6. A satisfied employee will be a _____.
a. Motivator b. Manager c. High Performer d. Team leader
7. Which of the following is not a characteristic of an organization's culture?
a. Outcome Orientation b. Assertiveness
c. Innovation d. attention to detail
8. Which one of the following is not a function of culture?
a. Enhances the stability of the social system b. Acceptance of diversity
c. Conveys a sense of identity d. Generation of commitment
9. While describing the individual roles, the 'role' is called as _____.
a. Individual role b. Focal role
c. Social role d. None of the above
10. Organizational Development can also be called as a process _____.
a. For performance appraisal b. For change of people
c. For teaching people how to solve problem d. All the above

Q.2 Discuss the types and group and explain the phases of group development in detail.

OR

(15)

Q.2 Describe the concept of role and discuss the role analysis in detail.

①

(P.D.O.)

Q.3 Discuss the various bases of power and process of employee empowerment in Organization. (15)

OR

Q.3 Discuss the

- a. Organizational Culture
- b. Cross Culture Dynamics

Q.4 Critically analyse the process of change in organizational context. (15)

OR

Q.4 Discuss the success case study related to Organizational Development.

Q.5 Short Notes (Any Two)

(15)

- a. Transformational Leadership
- b. Diversity Management
- c. Institution building
- d. Alternative Intervention for Organization change

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(2)