REV-01 MBA/46/52

MASTER OF BUSINESS ADMINISTRATION THIRD SEMESTER ORGANIZATIONAL CHANGE & DEVELOPMENT MBA – 305B

SET

2023/12

JUSE OMR SHEET FOR OBJECTIVE PART

[USE OMR SHEET FOR OBJECTIVE PART]					
Du	ration: 3 hrs.	01: 4:)	Full Marks: 70		
Tin	ne: 30 mins.	<u>Objective</u>	Marks: 20		
C	hoose the correct answer from t	the following:	1×20=20		
1.	Organizational Development is a	term effort.			
	a. Short	b. Long			
	c. Medium	d. Temporary			
2.	Organizational Development deve managers and employees.	lops mutual understanding and	between		
	a. Co-operation	b. Corroboration			
	c. Collaboration	d. Combination			
3.	In 1951, create a model for st which he has termed Force Field A a. Leavitt c. Kurt Lewin	udying and managing organizationa nalysis. b. Warner d. Robert Whittaker	l problems		
4.	A major goal of diagnosis is to proorganizational functioning. a. Feedback c. Information	vide members with about cur b. Resistance d. Knowledge	rent		
5.	An OD practitioner must besituation. a. Brutal c. Rational	, value driven and acts with integri b. Ethical d. Irrational	ty in every		
,	00				
0.	OD practitioners tend to follow a _ a. Pluralistic	b. Humanistic			
	c. Idealistic	d. Visionary			
7.		then solving organizational issues ex b. Applied research d. None of the above	perienced by		
8.	Organizational development as an approach.	intervention programme is basically	a		
	a. Top - to - bottom	b. Horizontal			
	c. Bottom-to-top	d. None of the above			

9.	MBO is an intervention designed to impro-	ve the effectiveness of			
		▶ b. Teams →			
	c. Both a and b	d. None of the above			
10.	Who developed RAT?				
	a. Schein	b. Thomas and Dayal			
	c. Thomas and David Nadler	d. Dayal and Fritz			
11.	RNT stands for				
***	a. Role Adequacy Technique	b. Role Appreciation Technique			
	c. Role Appraisal Technique	d. Role Analysis Technique			
12.	Quality circles to be successful, essentially	need.			
-	a. Involvement of the management	b. Involvement of union leaders of the			
	support.	organization.			
	c. No support	d. Support of the participants.			
13.	Quality circles problem solving cap	ability.			
20.	a. Create	b. Delete			
	c. Stop	d. Eradicates			
14.	Which of the following is normally the cau	se of organizational change?			
***	a. Technological development	b. Communication			
	c. Information	d. Incentives			
15.	Anis a person called by the management of the company.				
	a. OD consultant	b. Supervisor			
	c. Manager	d. Employee			
16.	Most OD practitioners work as				
	a. Employee	b. Supervisor			
	c. Manager	d. Independent consultant			
17.	Which of the following is the optimum nur				
	a. 600 - 1000	b. 6000 - 10000			
	c. 6 – 10	d. 60 - 100			
18.	What is the primary goal of the Six sigma methodology?				
	a. To reduce costs	b. To improve customer satisfaction			
	c. To increase efficiency	d. To reduce defects			
19.	Which of these forces are commonly called resistance to change?				
	a. Process forces	b. Parallel learning structures			
	c. Restraining forces	d. Unfreezing forces			
20.	When the driving forces are equal to the restraining forces it tends to				
	a. Reduce the need for change	b. Decrease environmental stability			
	c. Produce environmental equilibrium				

(<u>Descriptive</u>)

Ti	Marks: 50	
	[Answer question no.1 & any four (4) from the rest]	
1.	What is diagnosis? Explain the process of diagnosis.	3+7=10
2.	Define OD and explain its characteristics.	3+7=10
3.	Explain MBO as an OD intervention.	10
4.	Write a short note on: a) Role Negotiation Technique. b) Quality Circle.	5+5=10
5.	Explain the concept of Six-sigma.	10
6.	Discuss the competencies of OD practitioners.	10
7.	Discuss the Role Analysis Technique.	10
8.	Explain Kurt Lewin Model of Change.	10
