

SAMPLE QUESTION,

SUB: ORGANISATIONAL DEVELOPMENT

SEM VI

- 1) Organizational Development is a _____-term effort.
 - a) Short
 - b) **Long**
 - c) Medium
 - d) Temporary

- 2) Positive attitudes and behaviors of employees are the result of _____ the need for action by employee.
 - a) Actualization
 - b) Discrimination
 - c) **Realization**
 - d) Experimentation

- 3) Organization development is a _____-wide application of behavioural science knowledge.
 - a) **System**
 - b) Nation
 - c) Industry
 - d) Society

- 4) Organization development develops mutual understanding _____ between managers and employees.
 - a. Co-operation
 - b. Corroboration
 - c. **Collaboration**
 - d. Combination

- 5) Organization development focuses on _____ system overhaul or changes.
 - a. **Total**
 - b. Partial
 - c. Impartial
 - d. Quarter

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- 6) There are _____ parties to organization development process.
- a. Four
 - b. Five
 - c. **Three**
 - d. Eight
- 7) Improvement goals should be _____ in nature, i.e. they must be measurable.
- a. Resolute
 - b. Half hearted
 - c. **Absolute**
 - d. Committed
- 8) One of the most important things to manage in organisations is the _____.
- a. **Culture**
 - b. Payment
 - c. Environment
 - d. Social
- 9) Sensitivity training is a type of _____ training.
- a) **Laboratory**
 - b) Theoretical
 - c) Classroom
 - d) Human resource
- 10) Practitioners may make a _____ scheme to make sense out of observations.
- a) **Coding**
 - b) Unstructured
 - c) Structured
 - d) Decoding
- 11) Organization renewal refers to:
- [a] Selective strategy
 - [b] Build productivity through people
 - [c] High employ morale
 - [d] Turnaround management**

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- 12) The ____ analysis lays emphasis primarily on the use of money.
- a) Political
 - b) Sociology
 - c) **Economic**
 - d) Psychological
- 13) In the olden days, ____ was not accepted as a separate discipline.
- a) **Supervision**
 - b) Management
 - c) Probation
 - d) Prohibition
- 14) In 1951, ____ create a model for studying and managing organisational problems which he has termed Force Field Analysis.
- a) Leavitt
 - b) Warner
 - c) **Kurt Lewin**
 - d) Robert Whittaker
- 15) Weisbord proposes ____ wide categories in his model of organisational operations.
- a) Eight
 - b) **Six**
 - c) Five
 - d) Seven
- 16) The major technique of organization diagnosis is:
- a) **Unobtrusive measures**
 - b) workplace demo graphics
 - c) Reconstructing work schedules
 - d) Reconstructing organization culture

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- 17) Actions are continuously evaluated for their contribution to goal_____.
- i. **Accomplishments**
 - ii. Enrichment
 - iii. Stalling
 - iv. Hamper.
- 18) The speed of global, economic, and technological development makes change an_____ feature of organisational life.
- a) **Inevitable**
 - b) Evitable
 - c) Amiable
 - d) Temporary
- 19) Employee will eagerly support what they help _____
- a) Reduce
 - b) **Build**
 - c) Change
 - d) Lessen
- 20) Organisational efficiency proves much _____ to calculate than organisational effectiveness in mathematical terms.
- a) **Easier**
 - b) Difficult
 - c) Routine
 - d) Complex
- 21) Two main value systems considered with respect to sensitivity training were a spirit of inquiry, and_____.
- a. **Democracy**
 - b. Autocracy
 - c. Bureaucracy
 - d. Dictatorship
- 22) Organisational culture is important _____ element in the Organisational renewal process.
- a) **Internal**
 - b) External

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- c) Financial
- d) Technical

23) Organisational efficiency basically denotes how well a company uses its _____ resources.

- a) **Monetary**
- b) Labour
- c) Other
- d) Industry

24) The _____ approach sees an organisation as an open system.

- a. Constituency
- b. Internal process
- c. **System resource**
- d. Central

25) A important goal of diagnosis is to make members aware _____ about current organisational functioning.

- a. **Feed back**
- b. Resistance
- c. Information
- d. Evaluation

26) A major goal of diagnosis is to provide members with _____ about current Organisational functioning.

- a. **Feed back**
- b. Resistance
- c. Information
- d. knowledge

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27) An OD practitioner must be _____, value driven and acts with integrity in every situation.

- a. Brutal
- b. Ethical**
- c. Rational
- d. Irrational

28) The level of competition is at an all-time high due to changes in technology and _____.

- a. Globalization**
- b. Privatization
- c. Liberalization
- d. Denationalisation

29) _____ refers to the grouping of jobs and activities that are associated with a specific product.

- a. Managerial Grid
- b. Product Departmentalization**
- c. Survey
- d. Feedback

30) An OD practitioner must have the ability to handle difficult situations with _____.

- a. Positivity**
- b. Negativity
- c. Communication
- d. Negotiation

31) Improvement goals should be _____ in nature, i.e. they must be measurable.

- a. Deception
- b. Resolute
- c. Absolute**
- d. Half hearted

32) OD practitioners tend to follow a _____ approach.

- a. Pluralistic
- b. Humanistic**

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- c. Idealistic
- d. Visionary

33) OD practitioners should have good _____ skills.

- a. Negotiation
- b. Reprimanding
- c. **Communication**
- d. Bargaining

34) Ultimately, an organisation's unique competencies lie in the skills and abilities of its _____.

- a) **Employees**
- b) Managers
- c) Shareholders
- d) Creditors

35) _____ Departmentalization is the basic form of departmentalization.

- a. **Functional**
- b. Product
- c. People
- d. Process

36) _____ consultation as a philosophy acknowledges that the consultant is not an expert on anything.

- a. Technology
- b. **Process**
- c. Climate
- d. Environment

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- 37) _____ was determined by factors such as production maximization, cost minimization, technological excellence, etc.
- a. Efficiency
 - b. Effectiveness**
 - c. Performance
 - d. Presentation
- 38) Basically, the effectiveness of a business defines its ability to perform a function with _____ levels of both input as well as output.
- a. Optimum**
 - b. Normal
 - c. General
 - d. Common
- 39) In the late _____ OD was implemented in organisations via consultants, but was relatively unknown as a theory of practice.
- a. 1957
 - b. 1980s
 - c. 1960s**
 - d. 1965
- 40) _____ is an applied Behavioural science
- a) Organizational development**
 - b) Employee development
 - c) Human resources development
 - d) Self – Renewals.
- 41) _____ is power based on the ability of the power holder to punish another.
- a) Coercive Power**
 - b) Reward Power
 - c) Expert Power
 - d) Legitimate Power.
- 42) _____ change is forcing companies to become more competent at change management.
- a) Periodic
 - b) Constant**
 - c) Sporadic
 - d) Recurrent

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- 43) _____ was determined by factors such as production maximization, cost minimization, technological excellence, etc.
- a) Efficiency
 - b) **Effectiveness**
 - c) Performance
 - d) Regulation
- 44) What a company declares as its _____ goals don't always reflect the organisation's actual goals.
- a. Informal
 - b. **Formal**
 - c. Holistic
 - d. Optimist
- 45) A _____ has to be held to establish a comfortable communication level with the new worker as well as other members of the organization.
- a) **Meeting**
 - b) Confrontation
 - c) Interview
 - d) Confirmation
- 46) It is painful to see that most organisation test their most valued resource i.e. employees as if they were _____.
- a) Dependable
 - b) Gullible
 - c) Expendable
 - d) Independent
- 47) Basically, the effectiveness of a business defines its ability to perform a function with _____ level of both as well as output.
- a) **Optimum**
 - b) Normal
 - c) General
 - d) Usual

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48) Regularly monitoring organisational efficiency can help small businesses prevent money _____.

- a) Gains
- b) Laundering
- c) **Loss**
- d) Profit

49) Companies employ a wide range of methods when analysing their _____.

- a) **Performance**
- b) Employees
- c) Finance
- d) Survey

50) The OD practitioner needs to be theoretically as well as _____ strong to carry out the work of organizational development with expertise.

- a. **Technically**
- b. Emotionally
- c. Practically
- d. Psychologically

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