

SUBJECT- ORGANISATION DEVELOPMENT

CLASS : TYBMS (HR) SEM - VI

MULTIPLE CHOICE LECTURE

1. Organisational development is a _____ term effort.
 - a. short
 - b. long
 - c. Medium
 - d. Medium- long

2. Positive attitudes and behaviour of the employee are result of _____ of the need for action by employee.
 - a. actualization
 - b. discrimination
 - c. Realisation
 - d. collaboration
 - e.

3. Organisation development focuses on _____ system overhaul or change.
 - a. Internal
 - b. total
 - c. external
 - d. Partial

4. There are _____ parties to organisational development process.
 - a. 8
 - b. 4
 - c. 5
 - d. 3

5. _____ is widely recognised as the founding father of organisation development.
 - a. Kurt Gorbain
 - b. Kurt Levin
 - c. Peter drucker
 - d. F. W. Taylor

6. One of the most important thing to manage in organisation is _____.
 - a. Culture
 - b. Payments
 - c. Environment
 - d. welfare

7. Managers need to develop an environment of _____ and continuous changes by matching it with culture of continuous learning.
 - a. Sporadic
 - b. Annual
 - c. Cordial

- d. Sustained
8. A decision cannot be completely agree well to everyone without _____
- Participation
 - compulsion
 - Mandatory
 - consultation
9. _____ is playing a major role in organisation solution to Core strategic problem, focusing on identifying the core skills.
- Human resource development
 - Human Resource Planning
 - Training And Development
 - Research And Development
10. Employee's _____ response is vital to was changed because of the level of their involvement.
- mutual
 - Positive
 - Neutral
 - Negative
11. A major goal of diagnosis is to provide member with _____ about current organisational functioning.
- Feedback
 - Resistance
 - information
 - Recommendation
12. Organisational development practitioners tend to follow a _____ approach.
- Magnificent
 - Idealistic
 - Humanistic
 - Pluralistic
13. The organisational development practitioner needs to be theoretical as well as _____ strong to carry out work of organisation development with expertise.
- Technically
 - Emotional
 - practical
 - logical
14. OD practitioner should possess good _____ skill.
- Negotiation
 - Reprimanding
 - Communication
 - Convincing
15. _____ Consultants are not member of organisation.
- internal
 - external
 - middle level

- d. lower level
16. The level of competition is at an all time high due to changes in technology and_____.
- a. globalisation
 - b. Privatisation
 - c. liberalisation
 - d. Industrialization
17. _____ system change process take longer time and is considerable more expensive.
- a. Partial
 - b. Intermittent
 - c. Whole
 - d. complete.
18. Most of the calculated management decisions are based on some sort of_____.
- a. Prognosis
 - b. synopsis
 - c. Diagnosis
 - d. Promise
19. The _____ analysis please emphasise primary on use of money.
- a. Economic
 - b. social
 - c. Political
 - d. Technical
20. In the olden days_____ was not accepted as separate discipline.
- a. supervision
 - b. management
 - c. probation
 - d. two way communication
21. Weisbord proposes _____wide categories is in his model of organisation operation.
- a. Eight
 - b. Six
 - c. Five
 - d. Nine
22. Interviews are probably the most _____ used technique for gathering data in organisational development.
- a. Extensively
 - b. Rarely
 - c. Sporadically
 - d. Commonly
23. _____ interviews typically take inspiration from a conceptual model of organisation functioning.
- a. Unstructured
 - b. Structure

- c. Spontaneous
 - d. informal
24. The study of _____ capability play an important role in developing renewal strategy.
- a. Core
 - b. Financial
 - c. Political
 - d. Economical
25. An organisation's strategic renewal process is mirrored by the strategic actions that the organisation adopts to change its_____.
- a. employee
 - b. Management
 - c. top team
 - d. Path
26. Organisational culture is another _____ element in organisation renewal process.
- a. External
 - b. Technical
 - c. Internal
 - d. Change
27. An offshoot of the corporate social responsibility concept is _____marketing.
- a. Black
 - b. Green
 - c. Blue
 - d. Yellow
28. _____ leaders can help integrate strategic continuous learning and innovation.
- a. Transformational
 - b. conservative
 - c. Autocratic
 - d. Lazzie faire
29. One of the major source of unplanned internal change in organisation is performance_____.
- a. Gaps
 - b. Increments
 - c. Decrements
 - d. Appraised
30. Two of the most important and planned external factor are governmental regulations and _____competition.
- a. Political
 - b. Economic
 - c. social
 - d. Technological
31. Organisations growth through different _____ just like people do.
- a. Life Cycles

- b. Relation
 - c. Journey
 - d. Transitions
32. _____ Can also be feature of organisations which may result in several of the top management leader multitasking at work.
- a. overstaffing
 - b. Stable staffing
 - c. understaffing
 - d. instable staffing
33. A person has _____ power if he or she has the potential to influence he actions or behaviours of others.
- a. Physical
 - b. Mental
 - c. Reward
 - d. Economical
34. Power is often determined by Organisational _____.
- a. Employees
 - b. Finance
 - c. Structure
 - d. Goodwill
35. Organisational development targets _____ of all employees of the Organisation.
- a. Promotion
 - b. Performance
 - c. Motivation
 - d. Training
36. The objective of OD and cooperation among is to develop mutual, _____ and cooperation among employees
- a. Competition
 - b. Enmity
 - c. Trust
 - d. Relation
37. Two main value systems considered with respect to sensitivity training were: a spirit of inquiry, and _____.
- a. Democracy
 - b. Autocracy
 - c. Bureaucracy
 - d. Independency
38. Companies employ a wide range of methods when analysing their
- a. Employees
 - b. Finances
 - c. Performance
 - d. Stakeholder
39. Organisational efficiency basically denotes how well a company uses its _____ resources.

- a. Monetary
 - b. Labour
 - c. Financial
 - d. Other
40. Organisational efficiency proves much _____ to calculate than Organisational effectiveness in mathematical terms.
- a. Easier
 - b. Difficult
 - c. Routine
 - d. Perfect
41. Managerial leaders need to set and communicate a clear _____ whether it's for the whole Organisation or just one team.
- a. Vision
 - b. Plan
 - c. Mission
 - d. Action
42. Actions are continuously evaluated for their contribution to goal _____.
- a. Accomplishment
 - b. Enrichment
 - c. Stalling
 - d. Achievement.
43. Employee related changes may be initiated to reduce employee _____ retain talented as well as efficient employees.
- a. Increase
 - b. Promotion
 - c. Attrition
 - d. Fear
44. _____ facilitates division of work into units for efficient performance.
- a. Generalization
 - b. Segregation
 - c. Delegation
 - d. Specialization
45. Organisation development strengthens the belief that managers in modern organisation will have to juggle various types of changes_____.
- a. Continuously
 - b. Temporary
 - c. Simultaneously
 - d. Diplomatically
46. _____type of intervention depends on the knowledge derived from experiment.
- a. Procedural consultation
 - b. Techno - structural
 - c. Organisational confrontation
 - d. Group T

47. _____ stabilizes the organisation at a new state of the organisational or operational balance
- Unfreezing
 - Moving
 - Refreezing
 - Consulting
48. Changes in _____ necessitate change in the process.
- Technology
 - Climate
 - Employees
 - society
49. An Organisation facing an _____ crisis has to take firm action to manage it in a short time period.
- Temporary
 - Financial
 - Economical
 - Existential
50. The _____ Approach sees an organisation as an open system.
- Constituency
 - Internal Process
 - System Resource
 - Going concern