

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW-HRM, Winter 2019-20 Examination

Semester: I
Subject Code: 10202109
Subject Name: Organizational Dynamics

Date: 21-11-2019
Time: 10:30am to 01:00pm
Total Marks: 60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 A) Multiple Choice Questions:**(10)**

1. Which of the following is not the feature of the group?
a) Interaction b) Interdependence c) Cohesion d) Alienation
2. A federation is an example of which of the following types of groups?
a) Task b) Command c) Coalition d) Interest
3. Two Factor theory of motivation was given by _____
a) Portor b) Hezberg c) Maslow d) McGregor
4. In VIE theory , I stands for _____
a) Innovation b) Importance c) Instrumentality d) Idea
5. Which of the following phases of group development comprise of intra personal conflict?
a) Forming b) Storming c) Norming d) Performing
6. Understanding how one is supposed to behave by observing the behaviour of others in same position is called _____
a) Role identity b) Role Perception c) Role Expectation d) Role Efficacy
7. _____ is a very serious form of stress.
a) Tension b) Anxiety c) Nausea d) Trauma
8. Legitimate power refers to power drawn from organizational _____
a) Practices b) Policies c) Position d) Punishment
9. Workers who experience _____ may no longer view their job as meaningful function.
a) Happiness b) Burnout c) Barriers d) Fatigue
10. Trade Union is an example of which of the following types of groups?
a) Command b) Task c) Interest d) Coalition

Q.1 B) Discuss Maslow's need hierarchy theory of motivation.**(05)****Q.2 A) Answer in one sentence. (Each of one marks)****(10)**

1. Define group.
2. What do you mean by Norms?
3. What is Role Identity?
4. What are the common causes of group conflicts?
5. State causes of job stress.
6. State the types of organization structure.
7. Define Organization.
8. What is Decentralization?
9. What is Strategic Alliance?
10. State causes of group formation.

Q.2 B) Define the following terms.**(05)**

1. Organizational Dynamics
2. Power

Q.3 A) State and explain various sources of power with the help of example.**(10)**

OR

- Q.3 A)** Define Leadership. State and Explain various styles of leadership. **(10)**
- Q.3 B)** What is organization culture? Discuss its features. **(05)**
- Q.4 A)** As a Senior HR Manager of your organization, what steps will you take to ensure no role conflict? **(10)**
- Q.4 B)** How can you alleviate job stress? **(05)**

OR

- Q.4 B)** What are the strategies to manage workforce cross cultural diversity in an organization? **(05)**