

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW-HRM, Winter 2017-18 Examination

Semester: 1
Subject Code: 10202102
Subject Name: Organizational Dynamics

Date: 23/12/17
Time: 10:30am to 1:00pm
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. The degree to which group members form a strong collective unit is called

a) Group Structure	b) Group Conformity
c) Group Cohesiveness	d) Group Compliance
2. Telling, Selling, Participating and Delegating are parts of _____.

a) Life cycle theory	b) Transformational theory
c) Grid theory	d) Path goal theory
3. Two Factor theory of Motivation was given by _____.

a) Hezberg	b) Alderfer
c) Weber	d) Maslow
4. Understanding of how one is supposed to behave by observing behavior of others in same position is called _____.

a) Role perception	b) Role expectation
c) Role identity	d) Role conflict
5. In VIE Theory, I stands for _____.

a) Inputs	b) Importance
c) Instrumentality	d) Imagination
6. What is the term used for power in groups?

a) Coalition	b) Team	c) Cohesion	d) Politics
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7. Workers who experience _____ may no longer view their job as meaningful function.

a) Happy	b) Burnout	c) Barriers	d) Fatigue
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8. Which stage of group development involves Intra personal conflict?

a) Forming	b) Storming
c) Norming	d) Performing
9. Legitimate power refers to the power drawn from organizational _____.

a) Practice	b) Power	c) Position	d) Punishment
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10. Which of the following is not the part of organization structure?

a) Role	b) Norms	c) Composition	d) Coercion
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Q.1 B) State various types of organization structures and explain any 1 with diagram, advantages and disadvantages.

(05)**Q.2 A) Answer in one sentence. (Each of one marks)****(10)**

1. What are the major causes of group conflicts?
2. What is controlling?
3. What is planning?
4. Define leadership.
5. What is motivation?
6. State 5 levels of needs given by Maslow.
7. What is empowerment?
8. What is organization chart?

9. What is strategic alliance?

10. State the types of groups.

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

1. Organizational Dynamics

2. Business ethics

Q.3 A) Define group. State the stages of group development. Discuss why do people form groups? (10)

OR

Q.3 A) Define power. State and explain various types of power. How can you make effective use of power? (10)

Q.3 B) What is the process of strategic alliance formation? (05)

Q.4 A) Why it is important to be ethical for organizations in current scenario and what measures do you suggest that the organizations should follow in order to be an ethical organization? (10)

Q.4 B) Do you think Management and Leadership are same? Give your opinion with justification. (05)

OR

Q.4 B) Explain OCTAPACE. (05)