

Seat No: _____

Enrollment No: _____

**PARUL UNIVERSITY
FACULTY OF COMMERCE**

B.Com (Hons)

Mid Term Examination September - 2019

Semester : IV

Date: 05/03/2019

Subject Code : 16104252

Time: 08:00 AM to 10:00 AM

Subject Name: CHANGE MANAGEMENT

Total Marks: 40

Instructions:

- 1. Attempt all questions from each section**
 - 2. Figures to the right indicate full marks.**
 - 3. Make suitable assumptions wherever necessary.**
-

Q. 1. MCQs.

(08)

- 1. open systems provides a framework for thinking about organizations (and parts of organizations) as a system of _____.**
 - a) Distinct components that are embedded in, and strongly influenced by, a larger system
 - b) Interrelated components that are part of, but not influenced by, a larger system
 - c) Interrelated components that are embedded in a series of small systems
 - d) Interrelated components that are embedded in, and strongly influenced by, a larger system
- 2. According to Schneider et al (2003, p.125), what makes an effective leader?**
 - a) Someone who can set a direction for change and influence others to achieve goals that improve internal and external alignment
 - b) Someone who works independently to improve internal and external alignment
 - c) Someone who doesn't try to influence others to achieve goals that improve internal and external alignment
 - d) Someone who has the respect of their colleagues
- 3. Which four ideal types of process theories did Van de Ven and Poole (1995) identify?**
 - a) Evolutionary, developmental, binary, teleological
 - b) Teleological, dialectical, life cycle, evolutionary
 - c) Life cycle, dialectical, teleological, productive
 - d) Teleological, dual process, evolutionary, life cycle
- 4. Teleological theories are _____ prescriptive about the ordering of stages in the change process than life cycle theories.**
 - a) Less
 - b) More
- 5. Which of the following is an example of one of the four conditions that can promote increasing returns (according to Arthur, 1994)?**
 - a) Good leadership
 - b) Ongoing costs
 - c) Coordination
 - d) Inventiveness
- 6. What are the main three drivers of self-reinforcing sequences?**
 - a) Increasing returns, psychological commitment to past decisions, cognitive biases
 - b) Increasing returns, positive feedback, unbiased decision-making
 - c) Cognitive biases, psychological commitment to past decisions, supportive atmosphere
 - d) Psychological commitment to past decisions, cognitive biases, diminishing return

