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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA (Integrated)

SEM: III - THEORY EXAMINATION (2024 - 2025)

Subject: Organization Design and Development

Time: 2.5 Hours

Max. Marks: 60

General Instructions:*IMP: Verify that you have received the question paper with the correct course, code, branch etc.**1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.**2. Maximum marks for each question are indicated on right -hand side of each question.**3. Illustrate your answers with neat sketches wherever necessary.**4. Assume suitable data if necessary.**5. Preferably, write the answers in sequential order.**6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.***SECTION-A**

15

1. Attempt all parts:-

1-a. A(n) _____ organization has a high degree of specialization, formalization, and centralization. (CO1, K2) 1

- (a) Organic
- (b) Horizontal
- (c) Learning
- (d) Vertical

1-b. _____ is the extent to which task are divided into subtasks and performed by specialists. (CO2, K2) 1

- (a) Integration
- (b) Differentiation
- (c) Formalization
- (d) Interdependence

1-c. _____ is not a type of change. (CO3, K1) 1

- (a) Planned change
- (b) Unplanned change
- (c) Reactive Change
- (d) Superficial change

1-d. The factors that shape the culture of a workgroup or an organization include _____. (CO4, K2) 1

- (a) Structure and size
 - (b) Leadership
 - (c) Nature of Business
 - (d) All of these
- 1-e. In the implementation phase of organizational development, the main objective is _____. (CO5, K2) 1
- (a) Identifying the need for change
 - (b) Planning and designing change interventions
 - (c) Executing planned changes
 - (d) Evaluating the effectiveness of the changes

2. Attempt all parts:-

- 2.a. Describe the nature of organization. (CO1, K1) 2
- 2.b. State the factors that influence organizational structure. (CO2, K1) 2
- 2.c. Summarize the common drivers of organizational change. (CO3, K2) 2
- 2.d. Explain the importance of Organizational culture. (CO4, K2) 2
- 2.e. Define Organization Development (OD). (CO5, K1) 2

SECTION-B

15

3. Answer any three of the following:-

- 3-a. Differentiate between Centralisation and Decentralisation with example. (CO1, K4) 5
- 3-b. Explain how can organizations balance the need for specialization and integration in their design. (CO2, K2) 5
- 3-c. Contrast Internal and External forces of Change. (CO3, K4) 5
- 3-d. Analyze the impact of Innovation-oriented organizational climate on business practices and employee behavior. (CO4, K4) 5
- 3-e. Elaborate the Technostructural intervention in detail. (CO5, K2) 5

SECTION-C

30

4. Answer any one of the following:-

- 4-a. ABC Ltd., a large size organization has five major departments, viz., Production Department, Purchase Department, Personnel Department, Finance Department & Marketing Department. Create an organizational structure suitable to the company, illustrate and explain it with the help of an Organizational Chart. (CO1, K6) 6
- 4-b. Appraise the importance of Delegation of Authority in a Line Organization. (CO1, K5) 6

5. Answer any one of the following:-

- 5-a. Illustrate McKinsey 7S Model and discuss its role in diagnosing the root causes of organizational issues. (CO2, K4) 6
- 5-b. Analyze the impact of Environment on Organization design. (CO2, K4) 6

6. Answer any one of the following:-

- 6-a. Explain all the types of organizational change in detail with the help of proper examples. (CO3, K2) 6
- 6-b. Elaborate all the steps of Organization change which a company may take for changing any traditional way of doing work. (CO3, K2) 6

7. Answer any one of the following:-

- 7-a. Illustrate the dimensions of Organisational Climate and how can any organization create favourable Organizational Climate. (CO4, K5) 6
- 7-b. Appraise different types of Organisation Climate and their advantages with example. (CO4, K5) 6

8. Answer any one of the following:-

- 8-a. Apply the concept of Process Consultation to develop an OD intervention for an organization facing inter group conflict. (CO5, K3) 6
- 8-b. Explain the role of different 'Third Party Interventions' in successful Organization Development. (CO5, K2) 6

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