

## Sample Questions for Change Management & Organization Development

<b>Institute Name</b>	Dr VN Bedekar Institute of Management Studies
<b>Programme Name</b>	MMS
<b>Course (Subject Name)</b>	Change Management & Organization Development
<b>Question Bank Prepared by (Faculty Name)</b>	Prof Kanchan Akshay
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Sr. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Answer
1	Which of these are 2 types of change	Step & Incremental	Plan & Unplan	Step & Plan	Incremental & Plan	Step & Incremental
2	Force Field Analysis which spoke about change was given by	Vroom	McClelland	Kurt Lewin	Fayol	Kurt Lewin
3	When the change is radical or transformational, which strategy is advised	Normative Strategy	Rational Strategy	Power Strategy	Adaptive Strategy	Adaptive Strategy
4	Structure has its indirect influence on	Strategy	Size	Leadership	Technology	Leadership
5	What refers to division of work into departments	Horizontal	Vertical	Line	Configuration	Vertical
6	The 3 step model of change was given by	Lewins	Edgar	Scheins	Kotter's	Lewins
7	What is true for Continuous Change Process Model	Involves external change agent	Only Plans change	Involves Top management	Involves employee in diagnosis	Involves Top management
8	Which of the following is not the function of organization culture	Socialization	Support to Strategy	Stability	Motivation	Motivation
9	What is dynamic change	Change that is anticipated	Change that is Ongoing	Change which allows to prepare	Change that is temporary	Change that is Ongoing
10	OD brings about strategic change emphasising on	Customer	Employees	Team building	Technology	Team Building

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Sr. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Answer
11	OD is closely associated with the general model of	Planned Change	Lewins Model	Transition Model	Force Field Analysis	Planned Change
12	Which of these is a component of survey feedback activity	Personality survey	Attitude survey	Skills survey	Knowledge survey	Attitude survey
13	OD has which of the following intervention	Group Intervention	Team Intervention	Company Intervention	Batch Intervention	Team Intervention
14	A change agent is an individual who	Supports Change	Oppose Change	Initiates Change	Implements Change	Implements Change
15	Coercian is getting the work done	Willingly	Forcefully	With consent	Unwillingly	Forcefully
16	Ethics are usually based on	Values	Behaviour	Norms	Policies	Values
17	As per Action Research Model, the diagnosis is done	Jointly with the Client	Individually by the organization	OD Practitioner	Managers of the organization	Jointly with the Client
18	As per systems model of Action Research, the output shows	Learning process	Changes in Behaviour	Feedback	Action Planning	Changes in Behaviour
19	OD team is helping organizations with	Relationship Building	Retrenchment	Strategy for growth	Decision making	Decision making
20	With globalization becoming trend, ..... Is not concentrated with one person	Authority	Power	Growth	Responsibility	Power