

Collected by Ulfat Abbas Jafery

*MGMT728 Past midterm Paper
Collected and Composed
by
Ulfat Abbas Jafery*

Paper 1

why refreezing is necessary? 3 marks

distinguish between OD practitioner and organizational member. 3 marks

ek question technology ka tha k heads ko kya krna chye technology changes me shyd. sorry yad ni 3 marks

ek or question kuch is trah tha k technology k konse core components hain jo organization k design ko effect krte hain? 5 marks

Name 4 modes of practitioner-client relationships and briefly describe one of them. 5 marks

Paper 2

Question No: 29 (Marks: 3)

Briefly explain the change activity within marginality.

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Question No: 30 (Marks: 3)

Discuss skill variety as a major design component at individual level diagnosis.

Question No: 31 (Marks: 5)

What are the two features of technological core that influence other design components of organization? Discuss in detail.

Question No: 32 (Marks: 5)

"Term diagnosis is deceptive in its nature when applied to organization". Discuss.

Paper 3

Q1: what are 3 critical areas in contracting phase of action research model?

Q2: briefly explain the transformational process.

Q3: in ABC company manager wants to make groups what will be the factors he will keep in mind while grouping.

Q4: explain skill variety.....

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Paper 4

Briefly describe the three levels of diagnostic models for analysis 3 Marks

Why Practitioner should have general knowledge of organizational development 3 Marks

2 techniques of data analysis 3 Marks

what are the four modes of practitioner and client model describe 1 of them 5 Marks

discuss structure system as design component of organization 5 Marks

Paper 5

What are the three steps in action feedback process of action research model?

Rational method is used in which style of practicing OD?

Knowledge of OD is essential for OD practitioner. Justify.

Quantitative data is easy to handle because:

1. It do not rely on numerical data
2. It rely on numerical data
3. It gives accurate and exact value of organizational problems

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4. It is easily obtainable

Mode of data analysis will be defined

1. before sampling
2. before selecting data collection method
3. before data analysis
4. after data collection

Paper 6

Briefly describe the action research models, feedback's 3 steps

.

Justify that outside data collect agents are efficient or inside culture of the organization

Paper 7

1 question was about feed back...

1 question was from OD practitioner style...

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1 question was purpose of gamesmanship mode...

1 question was y change agent should be capable for implementing change?

Paper 8

Q1: Differentiate between organization member and OD practitioner. 3

Q2: Write down the disadvantages of internal practitioner. 3

Q3: Why there is no one way collection of data. Justify your answer. 3

Q4: What are the four possible modes of practitioner-client relationship?
Discuss any one of them. 5

Q5: How can you differentiate the task identity from the task significance in the design components of diagnosis? 5

Paper 9

Question No: 29 (Marks: 3)

Why personal characteristic is necessary for individual level diagnosis?

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Solution:

- ▶ It is assumed that if member satisfaction is high, effectiveness will also be high
- ▶ The goal of the this style is neither effectiveness nor participant satisfaction
- ▶ This style is based on the belief that the client does not need to know or cannot learn the skills to solve its problems
- ▶ This style focuses on dimensions, effectiveness and morale, yet optimizes neither

Question No: 30 (Marks: 3)

Provide a detailed introduction of Open-System model.

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Question No: 31 (Marks: 5)

The spirit of inquiry comes from the values of science. Discuss its two parts briefly

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Question No: 32 (Marks: 5)

How organization design can affect job design in diagnosing process of organization development?

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Solution:

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Paper 10

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Briefly explain the change activity within marginality.

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Paper 11

***2 questions were about Feedback of 3, 3 marks*

**disadvantage of external practitioners 3 marks*

**which data collection... is better (internal, external) explain 5 marks*

** entry into OD relationship 5 marks*

Paper 12

Q:1 Employment security maintained overtime and helps to build trust b/w people and their employer this trust can trigger many benefits. What are these benefits? (3)

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Q:2 What are the functional units of any organization. (3)

Q:3 It is necessary the cultural change must be managed from the top of the organization. why or why not? (5)

Q:4 A number of difficulties can arise in trying to measure improvements as a result of process consultation. what are those problems. (5)

Q:5 Forming a "Steering Committee" is a key activity in parallel structure, a technique to increase employee involvement in an organization. What diverse task that committee perform? (5)

Paper 13

Question: 1

Internal networks exists in an organization in certain conditions. Discuss those circumstances.

(Marks 3)

Question: 2

What is the purpose of employee assistance programs?

(Marks 3)

Question: 3

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Employee involvement interaction can increase productivity through improving capabilities. Discuss

(Marks 3)

Question: 4

The fourth phase of Grid OD is "Developing an ideal strategic organization Model". The key people in the organization work toward achieving that model by incorporation some basic factors. What are those factors?

(Marks 5)

Question: 5

To diagnose the culture of an organization, the behavioral approach provides specific descriptions about how tasks are performed and how relationships are managed in an organization. What are those relationships exits in an organization and what are managerial tasks performed by manager?

(Marks 5)

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Paper 14

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Q3: Why there is no one way collection of data. Justify your answer. 3

Q4: What are the four possible modes of practitioner-client relationship?

Discuss any one of them. 5

Q5: How can you differentiate the task identity from the task significance in the design components of diagnosis? 5

Paper 15

main component of group design ?? 5 marks

why alignment is a key component of action research model?? 5 marks

"measurement systems are methods of gathering, assessing, and disseminating information on the activities of groups and individuals in organizations" discuss. 3 marks

explain the purpose of diagnosis at organizational level?? 3 marks

the purpose of gamesmanship mode??? 3 marks

Paper 16

1)...difference b/w OD practitioner and org.members. 3

2) how personal characteristic effect on job performance and job design... 3

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- 3) importance of Feed back in action reserch model 5
- 4) persuading style 5
- 5) two core feature of technology and its effect 5

Paper 17

How would u describe the purpose of skill variety of design component at individual level of diagnosis (3 marks)

- 2. Discuss Apathetic client practitioner relationship style (3 marks)
- 3. What is diff b/w personal and relational refreezing (5 marks)
- 4. Alignment is the key property of open system, discuss (5 marks)
- 5. Discuss structure system as the design component of org (5 marks)

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