

P.G.D.H.R.M. Examination, July 2016  
MANAGEMENT

Paper - 6 : Organisational Culture, Change and Development

Time : 3 Hours

Max. Marks : 100

SECTION - A

Answer **any ten** of the following in **not more than 4 lines each** and **each** question carries 2 marks. (10×2=20)

1. a) Write the nature of organisation.
- b) Describe the post-bureaucratic structure.
- c) What is nature of culture ?
- d) Discuss in multiculturalism.
- e) Write Hofstede's model.
- f) What is cross cultural communication ?
- g) Explain about incremental changes.
- h) Describe the classic psychological reactions to change.
- i) Write McKinsey 7-S model in change.
- j) What is meant by quality of work life ?
- k) What is Grid training ?
- l) Describe the red ocean innovation.

SECTION - B

Answer **any five** questions, **each** question carries 7 marks.

(5×7=35)

2. Write the reasons for organisation exist.
3. How is culture created and sustained ? Explain.
4. How come effectively managing organisational culture ?

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5. What are the practical issues in cross cultural business communication ?
6. What is change ? And explain the reasons for change.
7. What is systematic and organisational approach for Management by Objectives (MBO) ?
8. Explain the importance of training group (T-group training) effectiveness in personal and organisational development.
9. Does innovation affect the organisation goals ?

## SECTION - C

Answer any three questions. Each question carries 15 marks.

(3×15=45)

10. Does it necessary to change the organisation design and structure for sustaining in the future ?
11. What is levels of change and how come high level change affect the organisation ?  
Explain. *u-15*
12. Describe the various models to aid cross cultural manager.
13. What are the causes for resistance to change in an organisation ? Explain.
14. Write the Organisational Development (OD) theory and is it effective in moulding organisational climate ? Explain.