

**QUIZ 1**  
**SPRING SEMESTER 2009**  
**HRM/MGMT628**  
**DUE DATE APRIL 9, 2009**

**Instructions:**

1. The solution of the quiz should be provided in the tabular format as follows:

Q No.	Selected Option
1	a
2	c
3	a
4	d

2. Upload the solution file in MS Office Word format. Zero will be marked if uploaded in any other format.
3. No quiz will be accepted after due date and time.
4. In case of cheating, no credit will be given to students who are involved in.
5. In case of any failure with system, you can send us solution file via email at **hrm628@vu.edu.pk** and **mgmt628@vu.edu.pk** (in the course code you are enrolled) within due time.

# QUIZ 1

1. A \_\_\_\_\_ may be defined as an unwritten agreement between individuals and the organization of which they are members.
  - a. Behavioral contract
  - b. Social contract
  - c. Psychological contract**
  - d. Peripheral contract
  
2. Which one of the following is the part of contemporary action research?
  - a. Choose positive objective**
  - b. Problem identification
  - c. Joint action planning
  - d. Unfreezing
  
3. The \_\_\_\_\_ is someone not previously associated with the client system.
  - a. External practitioner**
  - b. Internal practitioner
  - c. Chief executive officer
  - d. Organization development
  
4. The goal of, which of the following organization development practicing style, is neither effectiveness nor participant satisfaction?
  - a. Cheerleader Style
  - b. Analyzer Style
  - c. Persuader Style
  - d. Stabilizer Style**
  
5. Members keep their true feelings about self- fulfillment and organizational effectiveness to themselves, assuming that sharing information may threaten personally desired outcomes in which of the following practitioner-client relationship mode?
  - a. The apathetic mode
  - b. The gamesmanship mode**
  - c. The charismatic mode
  - d. The consensus mode
  
6. Which of the following statement is true about “consensus mode” of practitioner-client relationship?

- a. A limited number of members openly share ideas and feelings with the rest, based on perceptions of leadership
  - b. Members continuously share perceptions and feelings openly both on self-fulfillment and organizational effectiveness**
  - c. Members keep their true feelings about self- fulfillment and organizational effectiveness to themselves, assuming that sharing information may threaten personally desired outcomes
  - d. Members keep their true ideas about self-fulfillment and organization effectiveness to themselves assuming that sharing this information will not make any difference
- 7. Organizational Development is a planned change in an organization's culture through the utilization of \_\_\_\_\_ technology, research and theory.**
- a. Management Science
  - b. Behavioral Science**
  - c. Human Science
  - d. All of the given options
- 8. Which of the following is not necessary to be exhibited in a successful change practitioner?**
- a. Empathy
  - b. Knowledge of the theories
  - c. Methods within the consultant's own discipline
  - d. Straight forwardness**
- 9. \_\_\_\_\_ occurs when information gathered during the OD process is used punitively. Large amounts of information are invariably obtained during the entry and diagnostic phases of OD.**
- a. Misuse of data**
  - b. Democratic value
  - c. Misrepresentation
  - d. Coercion
- 10. "Organization development practitioner should consult the relevant employees". This is an example of which of the following contracting process?**
- a. Describing
  - b. Mutual Expectations
  - c. Time and Resources**
  - d. Ground Rules