

QUIZ 2
SPRING SEMESTER 2009
HRM/MGMT628
DUE DATE APRIL 15, 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 2

1. _____ occurs when organizational development practitioners claim that an intervention will produce results that are unreasonable for the change program or the situation.
 - a. Ethical Dilemmas
 - b. Misrepresentation**
 - c. Coercion
 - d. Spirit of inquiry

2. “Decreasing number of customers” represents what in organization development process?
 - a. A rapid change in organization
 - b. Diagnosis of problem
 - c. A specific problem**
 - d. A general problem

3. “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

4. Which of the following statement is true for development oriented diagnosis?
 - a. Managers are involved in organization development when the organization is not facing a problem**
 - b. Managers are involved in organization development when the organization is facing small problems
 - c. Managers are involved in organization development when the organization is facing small but not significant problems
 - d. Managers are involved in organization development when the organization is facing major problems

5. In organizational systems, alignment refers to which of the following?
 - a. A concept that a manager can use varying degrees of inputs into the organization
 - b. Development of a variety of satisfactory options

- c. Transforming variety of options in a variety of ways to obtain satisfactory outputs
 - d. A characteristic of the relationship between two or more parts**
6. “How well the organization has met the expectations of different groups” represents which of the following?
- a. Stakeholder satisfaction
 - b. Productivity
 - c. Financial outputs
 - d. Nonprofit outputs
7. Which one of the following is the component of output at group level diagnosis?
- a. Goal clarity
 - b. Team effectiveness**
 - c. Team functioning
 - d. Group composition
8. Coordination is most important for groups performing which of the following tasks?
- a. Independent tasks
 - b. Interdependent tasks**
 - c. Mutually exclusive tasks
 - d. Self regulatory tasks
9. Which one of the following is NOT the component of design component at individual level?
- a. Skill variety
 - b. Task identity
 - c. Individual effectiveness**
 - d. Task significant
10. “Responses can be quantified and easily summarized” is advantage of:
- a. Interview
 - b. Questionnaire**
 - c. Observation
 - d. Unobtrusive measures