

403- Organizational Diagnosis & Development

1. What is Organizational Development (OD)?

- A) A software development methodology
- B) A process of planned change in an organization for improving effectiveness
- C) A financial strategy for profit maximization
- D) A political ideology for organizational governance

Answer: B) A process of planned change in an organization for improving effectiveness

2. Who among the following is not considered a pioneer in the evolution of Organisational Development?

- A) Robert Tannenbaum
- B) Kurt Lewin
- C) Frederick Winslow Taylor
- D) Douglas McGregor

Answer: C) Frederick Winslow Taylor

3. Which theory emphasizes the importance of parallel learning structures in organizational change?

- A) T-Group Theory
- B) Double Loop Learning Theory
- C) System's Theory
- D) Action Research Theory

Answer: B) Double Loop Learning Theory

4. Which of the following is not a component of PESTEL analysis?

- A) Political
- B) Personal
- C) Environmental
- D) Legal

Answer: B) Personal

5. Which model emphasizes the importance of six key factors in organizational diagnosis?

- A) Lewin's Change Model
- B) Porter's Five Forces Model
- C) Six Box Model
- D) Kotter's Eight-Step Change Model

Answer: C) Six Box Model

6. Which of the following is not a type of team intervention?

- A) Formal group diagnostic meeting
- B) Process consultation
- C) Quality circles
- D) Role analysis technique

Answer: C) Quality circles

7. What approach focuses on improving relationships between different groups within an organization?

- A) Structural interventions
- B) Gestalt approach
- C) Interdependency exercise
- D) Intergroup interventions

Answer: D) Intergroup interventions

8. Which of the following is a comprehensive intervention technique?

- A) Quality circles
- B) Survey feedback
- C) Role negotiation
- D) Formal group teambuilding meeting

Answer: B) Survey feedback

9. What is the role of an OD consultant?

- A) To enforce organizational policies
- B) To facilitate planned change processes
- C) To conduct financial audits
- D) To manage day-to-day operations

Answer: B) To facilitate planned change processes

10. What is a major challenge faced by the client-consultant relationship?

- A) Lack of communication
- B) Overlapping roles
- C) Trust issues
- D) Over-reliance on technology

Answer: C) Trust issues