

Sample Questions for Practice

Course: MHRDM (Sem VI)(Choice Based)

Subject : Management of Change

Q1. When was diffusion of innovation theory developed?

- A. 1926
- B. 1966
- C. 1986
- D. 1962

Q2. These are people who want to be the first to try the innovation and willing to take the risk

- A. Early adopters
- B. Laggards
- C. Innovators
- D. Early majority

Q3. Which of the following relate to the change stage of the Lewin three step model?

- A. Implement the change
- B. Communicate the change
- C. Manage the change
- D. Determine the change

Q4. Which is not an example of an external factor for learning and knowledge?

- A. Demographic change
- B. Political change
- C. Organizational Structure
- D. Social Change

Q5. Advantage of Intrinsic Motivation

- A. intrinsic motivation tends to last longer;
- B. intrinsic motivation is always self-sustaining;
- C. Intrinsically motivated people feel more in control.
- D. All of the above

Q6. In the Tuchman model, groups at the _____ stage develop guidelines and standards of acceptable behavior.

- A. Performing
- B. Norming
- C. Storming
- D. Adjourning

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Q7. Which of these Stages is marked with high productivity?

- A. Performing
- B. Norming
- C. Storming
- D. Adjourning

Q8. Which of the following points may explain social loafing?

- A. Wrongly adjusting efforts
- B. Goals being set lower
- C. Believing they are unidentifiable
- D. All of the above

Q9. What does situational theory of leadership emphasize?

- A. Personality
- B. Events
- C. Environment
- D. Political situation

Q10. Rowe (2001) offers three distinctive styles of which strategic leadership is one. Which of the following is another style described by Rowe?

- A. visionary leadership
- B. charismatic leadership
- C. transformational leadership
- D. ethical leadership

Q11. Coming together is a beginning.

Keeping together is progress.

Working together is success! This quote is attributed to:

- A. Peter Drucker
- B. Henry Ford
- C. Barack Obama
- D. Dr. Abdul Kalam.

Q12. The 4 Ps of innovation are:

- A. Paradigm, position, product and process.
- B. Plan, ploy, perspective and pattern
- C. People, profit, planet and place
- D. Promotion, performance, process and programme

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Q13. Wallas' creative process model speaks of:

- A. Preparation, incubation, verification and illumination.
- B. Challenging the existing knowledge.
- C. Training the young to be creative.
- D. Group activity of brain storming.

Q14. Blue sky projects refer to:

- A. Research without a clear goal and curiosity-driven science
- B. Projects on cloud computing
- C. Projects that fly high in the sky.
- D. Projects for the blue-collar workers.

Q15. Asch conformity experiments are about:

- A. How one should follow corporate etiquette.
- B. How individuals yield to group think
- C. How one should conform to rituals in a society
- D. How one should conform to HR rules and regulations.

Q16. Organic organizational structure is:

- A. Different organs of the organization are robust.
- B. Has its roots in the power of the unionized staff at the bottom.
- C. Informal, flexible and participative
- D. A recipe for indiscipline and failure.

Q17. Parkinson's law tells us that:

- A. Work expands to fill in the available time.
- B. What has to go wrong will go wrong.
- C. In a hierarchical organization one tends to reach the level of his incompetence.
- D. We must replace thumb rules with scientific rules.

Q18. Lateral thinking of thinking more, thinking differently and thinking radically was advocated by:

- A. Edward de Bono
- B. Albert Mehrabian
- C. Max Weber
- D. Abraham Maslow

Q19. 'Who moved my cheese' is a book which describes change in one's work and life, and four typical reactions to change. It was written by:

- A. Henry Mintzberg
- B. Spencer Johnson
- C. Peter Senge
- D. Mary Parker Follett

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Q20. Reward & Recognition Programmes (RnR) are:

- A. A gimmick to fool the employees.
- B. Discouraging creativity and encouraging politics of one upmanship.
- C. Tool to divide and rule with favouritism.
- D. Motivators for better performance and creation of future leaders

Q21.Task of a Leader is to _____

- A. Create more Managers
- B. Gather crowds
- C. Create more Leaders
- D. Socialize with the groups

Q 22 This team does not have face-to- face interactions, it limits the role of emotions and nonverbal cues in the communication process

- A. Virtual Teams
- B. Multi-Tasking Teams
- C. Social Loafing
- D. Quality Circles

Q 23 Dr. Edward de Bono divides thinking into two methods.

- A. Slow Thinking & Quick Thinking
- B. Historical Thinking & Future Thinking
- C. Smart Thinking & Wise Thinking
- D. Vertical Thinking & Lateral Thinking

Q 24. Organizational Structure shows

- A. Names of All Company workers
- B. Profits of the Organization
- C. Span of Control
- D. Reward systems

Q25. Members brought together from different functional departments or work units to achieve horizontal integration and better lateral relations are called

- A. Cross-functional teams or task forces
 - B. Social Groups
 - C. Cultural Gatherings
 - D. Safety & Security Teams
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