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1. **Mr. Shoaib has been moved from the position of “Manager Administration” to “Manager Finance”. Both positions are in similar salary range and same level in the organizational hierarchy. It is an example of which of the following type of career paths?**

- a) Network career path
- b) Dual career path
- c) Traditional career path

Correct answer: b) Dual career path

2. **Why is a strong culture considered a substitute for formalization?**

- a) Strong culture increases behavioral consistency.
- b) Strong culture allows core values to be widely shared.
- c) All of the given options.
- d) Strong culture needs less development of formal rules and regulations.

Correct answer: c) All of the given options.

3. **Mr. Shoaib is newly appointed as “Manager HR”. He has been given an additional responsibility to act as a catalyst and manage change activities in the organization. Apart from “Manager HR”, he is acting as:**

- a) Strategic partner
- b) Change agent
- c) Supervisor

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d) OD practitioner

Correct answer: b) Change agent

4. **Which of the following is NOT a step in Kurt Lewin's three-step model for change?**

- a) Process evaluation
- b) Movement
- c) Unfreezing
- d) Freezing

Correct answer: a) Process evaluation

5. **Which of the following is not a work scheduling option?**

- a) Job Rotation
- b) Flextime
- c) Job Sharing
- d) Telecommuting

Correct answer: a) Job Rotation

6. **The step involved in the Performance Management Cycle, in which performance is measured, feedback is provided, and progress review is conducted, refers to:**

- a) Rating
- b) Planning
- c) Monitoring
- d) Rewarding

Correct answer: a) Rating

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7. **The change agent, Mr. Iqbal, identified the unique qualities and special strengths of XYZ Company that can be used to improve the performance of the company. Which organizational development technique has been used here?**

- a) Intergroup Development
- b) Process Consultation
- c) Appreciative Inquiry
- d) Survey Feedback

Correct answer: c) Appreciative Inquiry

8. **Overcoming resistance to change by involving the people who oppose the change in the change process and decision making refers to:**

- a) Participation
- b) Coercion
- c) Cooperation
- d) Manipulation

Correct answer: a) Participation

9. **ALL the following refers to behavioral symptoms indicating a person in stress EXCEPT:**

- a) Increased Absenteeism
- b) Decreased Productivity
- c) Increased turnover
- d) Decreased job satisfaction

Correct answer: d) Decreased job satisfaction

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10. **Which of the following statements describe the “Design” stage in the Appreciative Inquiry process?**

- a) To write the action plan and development of implementation strategies
- b) To find out the strengths of the organization
- c) To find a common vision of the organization and agreeing on its unique qualities
- d) To envision the organization and describe what is different

Correct answer: a) To write the action plan and development of implementation strategies

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