Assignment 4

The due date for submitting this assignment has passed.
As per our records you have not submitted this assignment.

1) From the choices below, which best describes the focus of a confrontation reading?
   - a place to complain
   - a place to mobilize organizational problem-solving
   - a place to negotiate employee contracts
   - a place to reward individual contributors

No, the answer is incorrect
Score: 0
Accepted answers:
- a place to mobilize organizational problem-solving

2) The word ‘environment’ that is repeatedly used in this session refers to
   - All water, forests, oil
   - Pollution related concerns
   - Working atmosphere of a group or department
   - All stakeholders outside the company - society, government, customers, industry

No, the answer is incorrect
Score: 0
Accepted answers:
- All stakeholders outside the company - society, government, customers, industry

3) The first phase in Appreciative Inquiry is called discovery. The main thing that happens in this phase is
   - It is about appreciating what already exists
   - It is about inventing new relationships
   - It is about getting new ideas
   - It is about future planning

No, the answer is incorrect
Score: 0
Accepted answers:
- It is about appreciating what already exists

4) “What we can become” - this key issue is a salient part of which element of the 4-D process of AiD?
   - Discovery
   - Dream
   - Design
   - Destiny

No, the answer is incorrect
Score: 0
Accepted answers:
- Discovery

5) As per Organization level diagnostic model, inputs to an Organization come from:
   - Organizational Machines and Equipment
   - Organization HR policies
   - General environment and industrial environment
   - Severance packages to senior officers

No, the answer is incorrect
Score: 0
Accepted answers:
- General environment and industrial environment

6) Open-space methods for large-group interventions are not characterized by
   - the “law of two feet”
   - the “Four Principles”
   - a formal agenda and structure
   - regular summaries of information for all members to review

No, the answer is incorrect
Score: 0
Accepted answers:
- a formal agenda and structure

7) Which of the following do not affect the structural design of an organization
   - Organization size
   - External environment
   - Technology
   - Performance Management System

No, the answer is incorrect
Score: 0
Accepted answers:
- Performance Management System

8) The role of human resource management is a decentralization involves:
   - Centralize both the core and peripheral functions
   - Centralize both the core and peripheral functions
   - Decentralize both the core and peripheral functions
   - Decentralize both the core and peripheral functions

No, the answer is incorrect
Score: 0
Accepted answers:
- Decentralize both the core and peripheral functions

9) Centralization means
   - Procurement of goods together
   - Core banking internet facility
   - To what extent should decision making be confined to a single person
   - Higher Control of Centre over States

No, the answer is incorrect
Score: 0
Accepted answers:
- To what extent should decision making be confined to a single person

10) One drawback of high levels of standardization is that
   - High quality standards are maintained
   - Policies and procedures are laid down in writing
   - A fixed increment is given to every employee
   - New and unique situations are not addressed timely

No, the answer is incorrect
Score: 0
Accepted answers:
- New and unique situations are not addressed timely