

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic year: 2012 – 2013

Subject: Organisation Culture

Semester: III

Course New

Marks 70

Date: 8.07.2012

Time: 3.00 p.m. to 6.00 p.m.

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

Q1) Attempt any 2 out of 4 (Marks 10)

- a) What are the key characteristics of organisational culture?
- b) What are the steps in socialization process?
- c) Describe the forces responsible for change in organisation?
- d) What is the role of communication in change?

Q2) Write short notes on following (any 2) (Marks 10)

- a) Power culture
- b) Corporate Rituals
- c) Group think
- d) Socialization

Q3) Attempt any 3 out of 5 (Marks 30)

- a) What is the influence of leader on organisational culture?
- b) Does culture facilitates induction and socialization? How?
- c) What are the barriers in organisational culture?
- d) Briefly explain the factors determining an organisational culture.
- e) What are the issues involved in changing the culture?

Q4) Attempt any 2 out of 3 (Marks 20)

- a) What are the most significant ways by which culture can be transmitted to new employees?
- b) Imagine you are the HR head of a manufacturing unit and if a local news channel is about to run a talk show about your company's culture, what would you like to include?
- c) Mohan works as a senior HR manager in accountancy firm. The company is 40 years old. It was started by Mr. Kapadia in a single person's capacity but slowly and gradually it has evolved as one of the best accountancy firms in India. Today it has over 2000 employees all over the world. Mr. Kapadia's grandson has taken the command in his hand, he is well qualified and understand the business, as a youngster he want to infuse freshness in the system and change the culture from a strict disciplinarian approach to a flexible one. Mohan is asked to suggest measures for the same. Assuming you to be Mohan plan the same.