

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic year: 2012 – 2013

Subject: Organisation Culture

Semester: III

Course New

Marks 70

Date: 03.01.2013

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) Describe the meaning of organisational culture.
- b) What are the basic elements of culture?
- c) Mention the reasons^{why} individuals resist change.
- d) What is a change agent? Who can be a change agent?

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

- a) Artifacts
- b) Organisational climate
- c) Shared values
- d) Rigid Culture

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

- a) Do you think there is any possible relationship between organisational culture and organisational structure? Justify your view.
- b) What is the difference between adaptive and un-adaptive corporate culture?
- c) Discuss the functions of culture.
- d) What are the various types of organisational culture? Explain with examples
- e) Explain the contribution given by Greet Hofstede in explaining organisational culture.

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

- a) What are the visible and invisible components of organisational culture? Which one do you think is harder to change and why?
- b) JPS is a well known steel manufacturing International company which is merging with an Indian company. Since both the companies have a totally different culture what strategy do you think would be most appropriate to merge different organisational cultures? Give reasons to support your answer.
- c) What are the most common complaints employees make about their company culture? (You can take the example of company you know or worked with and explain)