

**SVKM's NMIMS**  
**NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION**

Programme: PGDHRM

Examination: December 2015

Subject: Organisation Culture

Date: 12.12.2015

Semester: III

Course : New

Marks : 70

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

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**Instructions:**

1. Answer to each new question to be started on a fresh page.
  2. Figures in bracket indicate full marks.
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**Q.1) Attempt any 2 out of 4**

**(Marks: 2X5=10)**

- a) Basic elements of culture
- b) Harrison's typology of organizational culture
- c) Three phases of socialization
- d) Theory Z

**Q.2) Write short notes on (2 out of 5)**

**(Marks: 2X5=10)**

- a) Strong v/s weak culture
- b) Three forces of sustaining culture
- c) Individual resistance to organizational change
- d) Corporate culture and organizational success
- e) Symbolic leadership

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) "Organizations differ in their cultural content" Discuss with examples
- b) Discuss contingency model of analyzing change
- c) You are asked to suggest methods to develop organizational culture in employees. What will you suggest?
- d) Can culture be a liability? Justify
- e) Which are the basic values that influence organizational culture?

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Point out six major external changes that organizations are currently addressing or will have to come to terms with in the new millennium.
- b) What are the characteristics of organizational culture?

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