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| 1. Which of the following is included in the definition of OD?

|  |  |  |
| --- | --- | --- |
|   | a.  | OD applies to an entire system |
|   | b.  | OD is concerned with planned change |
|   | c.  | OD encompasses strategy, structure, and process changes |
|   | d.  | all of the above |

|  |  |
| --- | --- |
| *ANSWER:* | d |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Knowledge |
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| 2. Organization development distinguishes itself from organization change and change management by which of the following characteristics?

|  |  |  |
| --- | --- | --- |
|   | a.  | addressing the effective sequence of leadership issues that produce organization improvements |
|   | b.  | focusing narrowly on cost, quality, and schedule |
|   | c.  | focusing on the transfer of knowledge and skills to help the system manage future change |
|   | d.  | taking a broadly focused approach that can apply to any kind of change |

|  |  |
| --- | --- |
| *ANSWER:* | c |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Comprehension |
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| 3. Which of the following is not one of the "stems" of OD?

|  |  |  |
| --- | --- | --- |
|   | a.  | laboratory training |
|   | b.  | environmental analysis |
|   | c.  | action research/survey feedback |
|   | d.  | participative management and quality of work life |

|  |  |
| --- | --- |
| *ANSWER:* | b |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 4. The first "T-groups" were formed

|  |  |  |
| --- | --- | --- |
|   | a.  | to facilitate decision making |
|   | b.  | to work on group projects |
|   | c.  | to make the group more cohesive |
|   | d.  | to provide feedback about group interactions |

|  |  |
| --- | --- |
| *ANSWER:* | d |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 5. The assumption underlying the use of survey feedback in OD is

|  |  |  |
| --- | --- | --- |
|   | a.  | surveys are the best way to collect data |
|   | b.  | surveys allow one to collect a great deal of data |
|   | c.  | surveys can provide feedback to the organization and be used to initiate change |
|   | d.  | responses and surveys are easily interpreted |

|  |  |
| --- | --- |
| *ANSWER:* | c |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Action Research and Survey Feedback |
| *KEYWORDS:* | Bloom's Comprehension |
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| 6. According to the Managerial Grid, an individual's style can best be described as which of the following:

|  |  |  |
| --- | --- | --- |
|   | a.  | the way he or she dresses |
|   | b.  | his or her concern for production and people |
|   | c.  | how he or she interacts with management |
|   | d.  | the way he or she deals with problems |

|  |  |
| --- | --- |
| *ANSWER:* | b |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 7. As the QWL movement evolved, it fostered a new phase of activities known as

|  |  |  |
| --- | --- | --- |
|   | a.  | large group interventions |
|   | b.  | reward system changes |
|   | c.  | employee involvement |
|   | d.  | team building |

|  |  |
| --- | --- |
| *ANSWER:* | c |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 8. Strategic change interventions involve improving

|  |  |  |
| --- | --- | --- |
|   | a.  | the alignment among an organization's environment, strategy, and organization design |
|   | b.  | the organization's relationship to its environment |
|   | c.  | the fit between the organization's technical, political and cultural systems |
|   | d.  | all of the above |

|  |  |
| --- | --- |
| *ANSWER:* | d |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Comprehension |
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| 9. Which of the following areas do OD practitioners need to be familiar with to carry out strategic change?

|  |  |  |
| --- | --- | --- |
|   | a.  | competitive strategy |
|   | b.  | organizational structure |
|   | c.  | culture |
|   | d.  | All of the above |

|  |  |
| --- | --- |
| *ANSWER:* | d |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 10. OD helps members of an organization solve their own problems.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Comprehension |
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| 11. An effective organization has both high productivity and rapid growth.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | False |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.02 - 01.02 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: The Growth and Relevancy of Organization Development |
| *KEYWORDS:* | Bloom's Comprehension |
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| 12. All OD involves change management, but change management may not involve OD.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Analysis |
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| 13. Conclusions about the first T-group experiment were (1) feedback from the group was a rich learning experience and (2) the process could be transferred to "back home situations."

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 14. Productivity and QWL ideas were originated by Kurt Lewin.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | False |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
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| 15. One of the original strategic change interventions was Open Systems Planning developed by Richard Beckhard.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 16. Three major trends are shaping change in organizations: globalization, information technology, and managerial innovation.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Comprehension |
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| 17. OD was developed for use primarily in business and industrial organizations.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | False |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Knowledge |
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| 18. The normative background in OD represents a human relations approach represented as the "one-best-way" to manage organizations.

|  |  |  |
| --- | --- | --- |
|   | a.  | True |
|   | b.  | False |

|  |  |
| --- | --- |
| *ANSWER:* | True |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | True / False |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
| *DATE CREATED:* | 7/22/2013 2:06 PM |
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| 19. Define organization development and why it is relevant to an organization in today's marketplace.

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| *ANSWER:* | Answer not provided. |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Easy |
| *QUESTION TYPE:* | Essay |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Knowledge |
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| 20. Compare and contrast the five "stems" of OD − laboratory training, action research/survey feedback, normative background, quality of work life, and strategic change.

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| *ANSWER:* | Answer not provided. |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Challenging |
| *QUESTION TYPE:* | Essay |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Analysis |
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| 21. Outline the key events in the history/evolution of OD. How might the past influence future directions of the field?

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| *ANSWER:* | Answer not provided. |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Essay |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.03 - 01.03 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: A Short History of Organization Development |
| *KEYWORDS:* | Bloom's Knowledge |
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| 22. What environmental factors will be important to OD in the future? Why?

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| *ANSWER:* | Answer not provided. |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Challenging |
| *QUESTION TYPE:* | Essay |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC - Group Dynamics |
| *TOPICS:* | A-head: Organization Development Defined |
| *KEYWORDS:* | Bloom's Evaluate |
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| 23. Which of the following is one of the major trends shaping change in organizations?

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|   | a.  | globalization |
|   | b.  | social media |
|   | c.  | downsizing |
|   | d.  | localization |

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| *ANSWER:* | a |
| *POINTS:* | 1 |
| *DIFFICULTY:* | Moderate |
| *QUESTION TYPE:* | Multiple Choice |
| *HAS VARIABLES:* | False |
| *LEARNING OBJECTIVES:* | ODAC.CUMM.15.01.01 - 01.01 |
| *NATIONAL STANDARDS:* | United States - BUSPROG: Analytic | Technology - BUSPROG: Analytic |
| *STATE STANDARDS:* | United States - NONE - DISC: Group Dynamics - Group Dynamics |
| *TOPICS:* | A-Head: The Growth and Relevance of Organization Development |
| *KEYWORDS:* | Bloom's: Knowledge |
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