VPM's DR VN BRIMS, Thane

Programme: PGDM (2015-17)
Second Trimester Examination Jan- Feb 2016

Subject	Creativity & Innovation		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	06/02/2016

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.

Q1) 20 Marks (Compulsory)

For each of the following, choose the answer that *most completely* answers the question.

The Government Job

Dinesh was getting accustomed to his surroundings in state government. His efforts at getting people to accept change had met with little resistance due to his and the new director's efforts as well as the hard work of his subordinates. But now the hard part really started—actually managing the change. What techniques could he and his agency's new director employ to most effectively implement changes that would result in increased productivity in his department? He considered changing three aspects of his agency: the structure, the technology, and the people.

1. If the new agency director decided to remove layers in the agency and increase the span of managerial control, this would be considered changing the

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b. selection process

a. survey feedbackb. sensitivity trainingc. team building

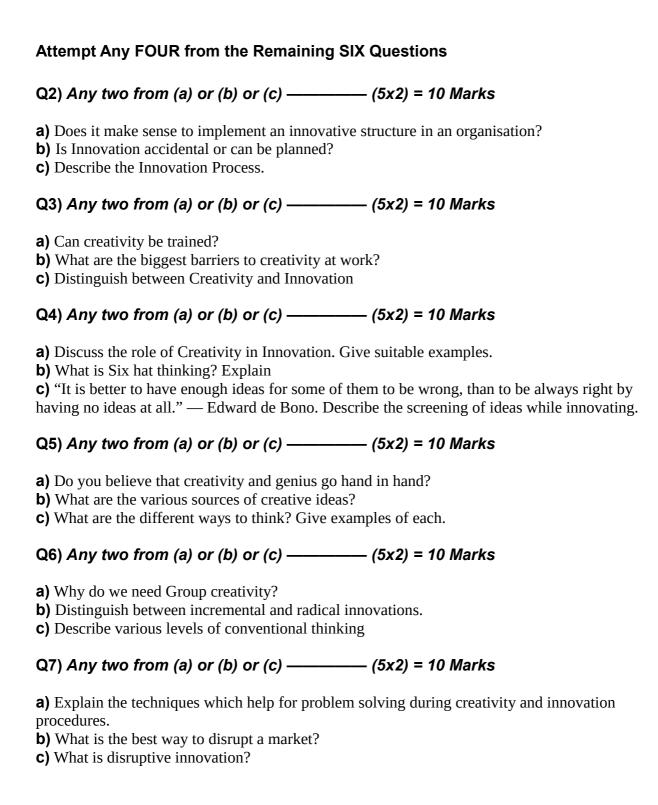
d. intergroup development

- c. degree of centralization
- d. structural components

2. If	Dinesh decided to replace some employee work time with a telephone menu system, this would be considered changing the a. organizational structure b. technology c. people d. organizational development
3. l	f Dinesh wanted to make structural changes to increase innovation in his agency Dinesh could take actions such as a. increasing acceptance of ambiguity b. encouraging tolerance of the impractical c. focusing on ends rather than means d. establishing committees to ensure frequent inter unit communication

4. Finally, Dinesh decided his people could benefit from

changing behaviour through unstructured group interaction.



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