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# National Testing Agency

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## Organizational Design Creating Competitive Advantage

<b>Group Number :</b>	1
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## Organizational Design Creating Competitive Advantage 1

<b>Section Id :</b>	512452914
<b>Section Number :</b>	1
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<b>Mark As Answered Required? :</b>	Yes
<b>Sub-Section Number :</b>	1
<b>Sub-Section Id :</b>	5124521076
<b>Question Shuffling Allowed :</b>	Yes

**Question Number : 1 Question Id : 51245219296 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is usually not a concern for organization design?

1. Achieving unity of effort
2. Achieving congruence of goals among employees
3. Leveraging the variety of skills and competencies of employees
4. Managing coordination and dependencies among employees

**Options :**

- 51245263567. 1
- 51245263568. 2
- 51245263569. 3
- 51245263570. 4

**Question Number : 2 Question Id : 51245219297 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following domains is likely to see a lot of application of concepts related to organization design?

1. Corporate Finance
2. Operations Management
3. Macro Economics
4. Strategy implementation

**Options :**

- 51245263571. 1
- 51245263572. 2
- 51245263573. 3
- 51245263574. 4

**Question Number : 3 Question Id : 51245219298 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Identify the correct statement

1. Organization design is an important enabler of organization strategy
2. Organization strategy is an enabler of organization structure
3. Organization strategy is an enabler of organization design
4. Organization structure determines how organizations should react to competitors

**Options :**

- 51245263575. 1
- 51245263576. 2
- 51245263577. 3
- 51245263578. 4

**Question Number : 4 Question Id : 51245219299 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following will an entrepreneurial organization be typically good at?

1. Creating a powerful brand
2. Having a wide geographic reach
3. Coming up with innovative ideas
4. Creating career opportunities for its employees

**Options :**

- 51245263579. 1
- 51245263580. 2
- 51245263581. 3
- 51245263582. 4

**Question Number : 5 Question Id : 51245219300 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following will be a typical strength of a large organization?

1. Creating a powerful brand
2. Flexibility in responding to customer and market demands
3. Rapid implementation of innovative ideas
4. Quickly changing internal processes to accommodate employee needs

**Options :**

- 51245263583. 1
- 51245263584. 2
- 51245263585. 3
- 51245263586. 4

**Question Number : 6 Question Id : 51245219301 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

In the case Joy of Running, one of the key concerns with splitting up the organization within Bangalore

1. Identifying assistant coaches who can head the different units
2. Ability to attract more runners
3. Maintaining the one- community feeling in Joy of Running
4. Setting common standards across the units

**Options :**

- 51245263587. 1
- 51245263588. 2
- 51245263589. 3
- 51245263590. 4

**Question Number : 7 Question Id : 51245219302 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

An important leadership competence necessary for an organization that is operating out of multiple cities in a diverse country, as discussed in the lecture, is

1. Addressing different needs of customers in various geographical locations
2. How to have adequate control over the operations that are geographically distant
3. Providing enough autonomy to leaders managing the different units
4. Getting adequate resources for growth and expansion

**Options :**

- 51245263591. 1
- 51245263592. 2
- 51245263593. 3
- 51245263594. 4

**Question Number : 8 Question Id : 51245219303 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

In the case Joy of Running, a key organizational challenge with the option of forward integration, as discussed, is

1. Controlling city traffic during the organized races
2. Transiting an entrepreneurial organization to one that is professionally managed
3. Getting land and infrastructure for setting up an office
4. Sharing of values with full time coaches

**Options :**

- 51245263595. 1
- 51245263596. 2
- 51245263597. 3
- 51245263598. 4

**Question Number : 9 Question Id : 51245219304 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

What is the importance of organization's purpose in decisions pertaining to organization growth?

1. Organization growth dilutes the organization purpose
2. Organization purpose should not change unconsciously because of growth
3. Organization purpose should not change because of growth
4. Purpose gives organizations the competitive edge

**Options :**

- 51245263599. 1
- 51245263600. 2
- 51245263601. 3
- 51245263602. 4

**Question Number : 10 Question Id : 51245219305 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which among the following is most important for an organization to be consciously aware of in competitive scenarios

1. What kind of organization structure it should have
2. What is its core competence
3. What is the leadership pipeline that it can build during the growth phase
4. What is the advantage it has when compared to its competitors

**Options :**

- 51245263603. 1
- 51245263604. 2
- 51245263605. 3
- 51245263606. 4

**Question Number : 11 Question Id : 51245219306 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which among the following is not a reason why specialization leads to improvement in performance?

1. Lower setup time
2. Benefits of experience
3. Greater innovation
4. Higher competitive spirit

**Options :**

- 51245263607. 1
- 51245263608. 2
- 51245263609. 3
- 51245263610. 4

**Question Number : 12 Question Id : 51245219307 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is true about specialization?

1. Specialization always leads to increase in efficiency
2. Specialization is usually associated with high degree of expertise
3. Division of labour always leads to specialization
4. It is disadvantageous for organizations to specialize

**Options :**

- 51245263611. 1
- 51245263612. 2
- 51245263613. 3
- 51245263614. 4

**Question Number : 13 Question Id : 51245219308 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

The biggest advantage of a highly outsourced model like Cunningham Motors is

1. Its ability to leverage specialization of other organizations
2. Its ability to reduce costs
3. Its ability to innovate continuously
4. Its ability to be flexible to customer demands

**Options :**

- 51245263615. 1
- 51245263616. 2
- 51245263617. 3
- 51245263618. 4

**Question Number : 14 Question Id : 51245219309 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**



Fredrick Taylor found the best way of doing activities by

1. Conducting interviews with factory workers
2. Doing experiments on the factory shop floor
3. Hiring experts who can conduct thorough analysis
4. Keenly observing workers in their natural settings

**Options :**

- 51245263619. 1
- 51245263620. 2
- 51245263621. 3
- 51245263622. 4

**Question Number : 15 Question Id : 51245219310 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

In order to determine the best way of doing an activity, the activity must be

1. Routine
2. Involve manual labour
3. Done by blue collar workers
4. Repetitive

**Options :**

- 51245263623. 1
- 51245263624. 2
- 51245263625. 3
- 51245263626. 4

**Question Number : 16 Question Id : 51245219311 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

The Principal-Agent problem in organizations refers to

1. Dissatisfaction among the employees about working conditions in the organization
2. The owner and the employees of the organization not having similar goals
3. The employees of the organization unhappy about their compensation
4. Inadequate effort put in by employees of the organization

**Options :**

- 51245263627. 1
- 51245263628. 2
- 51245263629. 3
- 51245263630. 4

**Question Number : 17 Question Id : 51245219312 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is true in the context of overcoming the Principal-Agent problem in organizations?

1. There should always be complete convergence between the goals of principal and agents
2. In commercial organizations it is never possible to get convergence of purpose
3. In social organizations there is complete convergence between goals of principal and agents
4. It is possible to get work done in organizations even if there is partial or no convergence

**Options :**

- 51245263631. 1
- 51245263632. 2
- 51245263633. 3
- 51245263634. 4

**Question Number : 18 Question Id : 51245219313 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Under which of the following conditions, convergence of purpose is most difficult to achieve?

1. When work is means to an end for the employee
2. When work is intellectually stimulating
3. When work is not financially rewarding
4. When work is physically demanding

**Options :**

- 51245263635. 1
- 51245263636. 2
- 51245263637. 3
- 51245263638. 4

**Question Number : 19 Question Id : 51245219314 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is true for "direct supervision" as means of control?

1. It is the most common form of control in factory shop floor environment
2. It is expensive to implement
3. It is suitable to bring about high degree of goal convergence
4. It is not an appropriate control system to be used in modern organizations

**Options :**

- 51245263639. 1
- 51245263640. 2
- 51245263641. 3
- 51245263642. 4

**Question Number : 20 Question Id : 51245219315 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

In which of the following is "rule based control" most appropriate?

1. When the work is innovative
2. When the work involves considerable degree of expertise
3. When there is one best way of doing the work
4. When it is difficult to figure out the best way of doing the work

**Options :**

- 51245263643. 1
- 51245263644. 2
- 51245263645. 3
- 51245263646. 4

**Question Number : 21 Question Id : 51245219316 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Production target as means of controlling individual behaviour is suitable when

1. Production is an outcome of team based activity
2. Production is interdependent on success of preceding / upstream activities
3. Production can be meaningfully measured at very long time intervals
4. Production is a clear function of individual effort

**Options :**

- 51245263647. 1
- 51245263648. 2
- 51245263649. 3
- 51245263650. 4

**Question Number : 22 Question Id : 51245219317 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Output based control is most effective when

1. The process is uncertain but the output can be measured within a reasonable time interval
2. The process is certain but the output cannot be measured within a reasonable time interval
3. The process is uncertain and the output cannot be measured within a reasonable time interval
4. The process is certain but the output is significantly influenced by external factors

**Options :**

- 51245263651. 1
- 51245263652. 2
- 51245263653. 3
- 51245263654. 4

**Question Number : 23 Question Id : 51245219318 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Output control cannot be effectively applied in research and development because

1. Research and Development does not produce measurable output
2. The output may not be observable
3. Research and Development cannot be made rule bound
4. The frequency of output is unpredictable

**Options :**

- 51245263655. 1
- 51245263656. 2
- 51245263657. 3
- 51245263658. 4

**Question Number : 24 Question Id : 51245219319 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is not true about culture control?

1. It is meant to bring about convergence of organization's purpose with that of the employee
2. It is easier to implement than process based control
3. It is most difficult to implement among all four means of control
4. If culture control is effective, you may not need other forms of control

**Options :**

- 51245263659. 1
- 51245263660. 2
- 51245263661. 3
- 51245263662. 4

**Question Number : 25 Question Id : 51245219320 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is not a key lever of culture control?

1. Inspirational leadership
2. Well-designed socialization process
3. Well-defined job roles and responsibilities
4. Highly motivated peer group

**Options :**

- 51245263663. 1
- 51245263664. 2
- 51245263665. 3
- 51245263666. 4

**Question Number : 26 Question Id : 51245219321 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

When a task is outsourced to a supplier, the most significant form of control is exercised through

1. Direct supervision
2. Rules and regulations
3. Output control
4. Culture control

**Options :**

- 51245263667. 1
- 51245263668. 2
- 51245263669. 3
- 51245263670. 4

**Question Number : 27 Question Id : 51245219322 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is usually true as an employee becomes senior in an organization

1. Rule based control is replaced by culture and output based control
2. Direct supervision is replaced by rules and output based control
3. Culture control is replaced by rules and output based control
4. Output based control is replaced by direct supervision and rule based control

**Options :**

- 51245263671. 1
- 51245263672. 2
- 51245263673. 3
- 51245263674. 4

**Question Number : 28 Question Id : 51245219323 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A task that is high on programmability and low on output measurability within a defined time interval should be controlled primarily by

1. Rules and regulations
2. Financial incentives linked to the results achieved by the task
3. A mechanism of intense supervision
4. Norms and culture of the organization

**Options :**

- 51245263675. 1
- 51245263676. 2
- 51245263677. 3
- 51245263678. 4

**Question Number : 29 Question Id : 51245219324 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A typical task done by an assembly line operator involving significant manual intervention will be

1. High on programmability and low on output measurability
2. Low on programmability and low on output measurability
3. Low on programmability and high on output measurability
4. High on programmability and high on output measurability

**Options :**

- 51245263679. 1
- 51245263680. 2
- 51245263681. 3
- 51245263682. 4

**Question Number : 30 Question Id : 51245219325 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**



A suitable control system that the Dean of a business school can employ over Professors primarily involved in guiding PhD (doctoral) students is

1. Rules and regulations
2. Financial incentives linked to publications achieved by the Ph.D. students
3. Supervision by peer group of senior Professors
4. Culture and norms of the business school

**Options :**

- 51245263683. 1
- 51245263684. 2
- 51245263685. 3
- 51245263686. 4

**Question Number : 31 Question Id : 51245219326 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A key reason why engineering industries have a lot of outsourcing contracts is

1. Engineering industries are impacted less from business uncertainties
2. Engineering industries are not subjected to high degree of litigation
3. Engineering tasks are relatively easy to modularize and standardize
4. There are large number of suppliers available to manufacture engineering modules

**Options :**

- 51245263687. 1
- 51245263688. 2
- 51245263689. 3
- 51245263690. 4

**Question Number : 32 Question Id : 51245219327 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

From a transaction costs perspective, which of the following makes market based arrangements (such as outsourcing) unfavourable?

1. Potential of opportunistic behaviour by the supplier
2. Potential of opportunistic behaviour by employees of organization
3. Tendency of suppliers to charge high profits
4. Lack of long term orientation from the suppliers

**Options :**

- 51245263691. 1
- 51245263692. 2
- 51245263693. 3
- 51245263694. 4

**Question Number : 33 Question Id : 51245219328 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

What impact does adequate information about a potential supplier have on outsourcing contracts?

1. It increases transaction costs, thereby favouring outsourcing decision
2. It reduces transaction costs, thereby having a negative impact on outsourcing decision
3. It increases transaction costs, thereby having a negative impact on outsourcing decision
4. It reduces transaction costs, thereby favouring outsourcing decision

**Options :**

- 51245263695. 1
- 51245263696. 2
- 51245263697. 3
- 51245263698. 4

**Question Number : 34 Question Id : 51245219329 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

What impact does uncertainty in the business environment have on outsourcing contracts?

1. It increases transaction costs, thereby favouring outsourcing decision
2. It reduces transaction costs, thereby having a negative impact on outsourcing decision
3. It increases transaction costs, thereby having a negative impact on outsourcing decision
4. It reduces transaction costs, thereby favouring outsourcing decision

**Options :**

- 51245263699. 1
- 51245263700. 2
- 51245263701. 3
- 51245263702. 4

**Question Number : 35 Question Id : 51245219330 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

The key reason why Bharti Airtel outsourced several of its core activities to organizations such as Ericson and IBM is

1. It wanted to reduce cost of its operations
2. The outsourced activities were no longer deemed to be important for its success
3. It wanted to leverage specialization of its suppliers
4. It was facing significant challenges in managing itself, because the organization had grown very large

**Options :**

- 51245263703. 1
- 51245263704. 2
- 51245263705. 3
- 51245263706. 4

**Question Number : 36 Question Id : 51245219331 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

Which of the following was not cited as an advantage of the outsourcing arrangement between Unilever India and Accenture India?

1. Outsourcing enabled Accenture to focus its human resources better
2. Accenture being an aggregator could gain economies of scale
3. Outsourcing enabled Unilever to focus its own human resources better
4. Accenture was a specialist in handling such transaction intensive activities

**Options :**

- 51245263707. 1
- 51245263708. 2
- 51245263709. 3
- 51245263710. 4

**Question Number : 37 Question Id : 51245219332 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following characteristics make tasks suitable for outsourcing to a third party aggregator?

1. If the task is not transaction intensive and does not have significant confidential information
2. If the task is transaction intensive and does not have significant confidential information
3. If the task is not transaction intensive and has significant confidential information
4. If the task is transaction intensive and has significant confidential information

**Options :**

- 51245263711. 1
- 51245263712. 2
- 51245263713. 3
- 51245263714. 4

**Question Number : 38 Question Id : 51245219333 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

Which of the following was not within the scope of Adam Smith's discourse on specialization?

1. Specialization of individuals
2. The disadvantages when individuals tend to be generalists
3. Need for individuals to focus on specific activities
4. Specialization of organizations

**Options :**

51245263715. 1

51245263716. 2

51245263717. 3

51245263718. 4

**Question Number : 39 Question Id : 51245219334 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

Outsourcing deals have become increasingly popular during the last few decades because

1. Multinational enterprises are able to take advantage of economies of scale and scope at a global scale
2. Business environment has become more uncertain and intensely competitive
3. Progress in information and communication technology has reduced transaction costs
4. Progress in information and communication technology has increased transaction costs

**Options :**

51245263719. 1

51245263720. 2

51245263721. 3

51245263722. 4

**Question Number : 40 Question Id : 51245219335 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

Which of the following is not true about a supplier that aggregates volumes?

1. It cannot innovate because it is always focused on reducing costs
2. It delivers value by doing certain specific tasks better than its customers
3. It specializes by focusing its resources on specific activities
4. It reduces cost by gaining economies of scale

**Options :**

- 51245263723. 1
- 51245263724. 2
- 51245263725. 3
- 51245263726. 4

**Question Number : 41 Question Id : 51245219336 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

An organization might go to the market (outsource) to acquire a specific knowledge from a consulting organization, even if that is expensive because

1. Outsourcing can enable faster-time-to-market
2. The organization does not have the resources to develop that competence in-house
3. Developing the competence in-house will be very expensive
4. That specific competency is not deemed core to its operations

**Options :**

- 51245263727. 1
- 51245263728. 2
- 51245263729. 3
- 51245263730. 4

**Question Number : 42 Question Id : 51245219337 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Risk diversification in the context of outsourcing refers to

1. Having a balanced portfolio of activities
2. Identifying suppliers whose business have low risks of failure
3. Passing some of the organization's business risks to suppliers through contracts
4. Choosing to do only those activities that have low business risks

**Options :**

- 51245263731. 1
- 51245263732. 2
- 51245263733. 3
- 51245263734. 4

**Question Number : 43 Question Id : 51245219338 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

An organization might not outsource an activity even if it makes economic or financial sense because

1. There may be risks associated with leakage of confidential information
2. The core identity of the organization is tied to the activity
3. The organization may want to develop the competence for that activity for strategic reasons
4. Any or all of the above

**Options :**

- 51245263735. 1
- 51245263736. 2
- 51245263737. 3
- 51245263738. 4

**Question Number : 44 Question Id : 51245219339 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

The craft mode of manufacturing, as discussed in the historical context of Ford Motor Company, produced cars that were

1. Highly customized and expensive
2. Expensive and very similar to one another
3. Standardized and low priced
4. Highly customized and low priced

**Options :**

- 51245263739. 1
- 51245263740. 2
- 51245263741. 3
- 51245263742. 4

**Question Number : 45 Question Id : 51245219340 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

By standardizing the design and manufacturing process of cars, Henry Ford was able to

1. Make the manufacturing process very simple and easy to replicate
2. Produce cars that were easy to drive
3. Reduce the bargaining power of labour
4. Show limitations of Fredrick Taylor's model of scientific analysis

**Options :**

- 51245263743. 1
- 51245263744. 2
- 51245263745. 3
- 51245263746. 4

**Question Number : 46 Question Id : 51245219341 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**



Mass manufacturing reduces cost of manufacturing through

1. Increase in efficiency
2. Reduction in variety
3. Introduction of high degree of customization
4. Both 1 and 2 option

**Options :**

- 51245263747. 1
- 51245263748. 2
- 51245263749. 3
- 51245263750. 4

**Question Number : 47 Question Id : 51245219342 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Fast food restaurants like McDonalds can provide food at lower price compared to gourmet restaurants because

1. Gourmet restaurants offer a lot more variety to customers
2. Fast food restaurants do not want to make high profits
3. Employees at fast food restaurants are more competent
4. Fast food restaurants offer greater customization

**Options :**

- 51245263751. 1
- 51245263752. 2
- 51245263753. 3
- 51245263754. 4

**Question Number : 48 Question Id : 51245219343 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Organizations that provide customized products and services would typically

1. Have highly centralized operations
2. Provide greater flexibility and discretion to its employees
3. Focus on efficiency as a primary goal
4. Provide lesser flexibility and discretion to its employees

**Options :**

- 51245263755. 1
- 51245263756. 2
- 51245263757. 3
- 51245263758. 4

**Question Number : 49 Question Id : 51245219344 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

An organization that makes a strategic choice to be a "cost leader"

1. Needs to have a diverse product portfolio to meet customer needs
2. Will eventually lose out to competitors who deliver premium products
3. Often focusses on delivering basic functionality, reliably and consistently
4. Often focusses on innovation and rapid introduction of product variants

**Options :**

- 51245263759. 1
- 51245263760. 2
- 51245263761. 3
- 51245263762. 4

**Question Number : 50 Question Id : 51245219345 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following promotes efficiency in an organization by reducing discretion?

1. Complexity
2. Formalization
3. Centralization
4. Both options 2 and 3

**Options :**

- 51245263763. 1
- 51245263764. 2
- 51245263765. 3
- 51245263766. 4

**Question Number : 51 Question Id : 51245219346 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is not a strength of a unit that is designed organically?

1. Ability to solve innovative problems
2. Efficient utilization of resources
3. Being flexible to customer needs
4. Dealing with high degree of uncertainty

**Options :**

- 51245263767. 1
- 51245263768. 2
- 51245263769. 3
- 51245263770. 4

**Question Number : 52 Question Id : 51245219347 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following should lead to a mechanistic design?

1. Need to be cost competitive
2. Need to deal with unanticipated problems
3. Need to provide high degree of autonomy to employees
4. Need to react quickly to market dynamics

**Options :**

- 51245263771. 1
- 51245263772. 2
- 51245263773. 3
- 51245263774. 4

**Question Number : 53 Question Id : 51245219348 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which among the following is a key learning from the case 'The Decision Dilemma'?

1. It is difficult to transform a unit designed organically into a mechanistic structure
2. It is difficult to transform a unit designed mechanistically into an organic structure
3. Both option 1 and 2
4. Only option 1

**Options :**

- 51245263775. 1
- 51245263776. 2
- 51245263777. 3
- 51245263778. 4

**Question Number : 54 Question Id : 51245219349 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Identify the statement that is not true

1. Horizontal complexity refers to the number of departments and divisions in an organization
2. Horizontal complexity enables organizations to leverage specialization
3. Horizontal complexity enables organizations to achieve unity of effort
4. Horizontal complexity is likely to have a positive correlation with vertical complexity

**Options :**

- 51245263779. 1
- 51245263780. 2
- 51245263781. 3
- 51245263782. 4

**Question Number : 55 Question Id : 51245219350 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Greater number of employees working from their homes will directly lead to an increase in which form of structural complexity?

1. Horizontal complexity
2. Vertical complexity
3. Spatial complexity
4. All of the above

**Options :**

- 51245263783. 1
- 51245263784. 2
- 51245263785. 3
- 51245263786. 4

**Question Number : 56 Question Id : 51245219351 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Whenever an organization structure is differentiated, there is need for integration because

1. Integration leads to better quality of innovation
2. Customers and markets demand integrated product or service
3. Employees work better when there is an integrated environment
4. Integration enables better utilization of resources

**Options :**

- 51245263787. 1
- 51245263788. 2
- 51245263789. 3
- 51245263790. 4

**Question Number : 57 Question Id : 51245219352 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is not achieved through formalization?

1. Integration among the different organizational units
2. Leveraging diversity of skills and experiences
3. Coordination among different organizational units
4. Predictability and consistency

**Options :**

- 51245263791. 1
- 51245263792. 2
- 51245263793. 3
- 51245263794. 4

**Question Number : 58 Question Id : 51245219353 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is a disadvantage of a "tall" organization?

1. It takes lesser time for information to flow from the bottom to the top
2. It takes greater time for the vision to be shared across the organization
3. It reduces the average span of control
4. Both 1 and 3 option

**Options :**

- 51245263795. 1
- 51245263796. 2
- 51245263797. 3
- 51245263798. 4

**Question Number : 59 Question Id : 51245219354 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

One of the disadvantages of a "flat" organization is

1. It has narrow spans of control
2. It slows down decision making
3. Employees may not receive enough attention from their superiors
4. It provides lot of opportunities for promotion

**Options :**

- 51245263799. 1
- 51245263800. 2
- 51245263801. 3
- 51245263802. 4

**Question Number : 60 Question Id : 51245219355 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is likely to have narrow span of control?

1. The research department of an organization employing senior scientists
2. The research department of an organization employing junior scientists
3. The mechanical engineering department of a reputed Engineering College
4. Factory shop floor of a manufacturing organization

**Options :**

- 51245263803. 1
- 51245263804. 2
- 51245263805. 3
- 51245263806. 4

**Question Number : 61 Question Id : 51245219356 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following best captures the trade-off involved with "work-from-home"?

1. Employee satisfaction versus customer satisfaction
2. Employee convenience versus need for controlling employee behaviour
3. Employee satisfaction versus projecting a consistent image of the organization to the customer
4. Employee convenience versus need for physical presence for collaboration and communication

**Options :**

- 51245263807. 1
- 51245263808. 2
- 51245263809. 3
- 51245263810. 4

**Question Number : 62 Question Id : 51245219357 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**



Extent of centralization in an organization is difficult to understand because

1. It is an internal process of the organization that is rarely documented
2. Decision making has multiple stages with varying degrees of centralization
3. Centralization may vary across the different levels of hierarchy
4. All of the above

**Options :**

- 51245263811. 1
- 51245263812. 2
- 51245263813. 3
- 51245263814. 4

**Question Number : 63 Question Id : 51245219358 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is a disadvantage of decentralization, especially for non-routine decisions?

1. It consumes more time and resources
2. It leads to poor quality decisions
3. It makes employees less accountable to the decision
4. It creates lesser opportunities for developing leaders

**Options :**

- 51245263815. 1
- 51245263816. 2
- 51245263817. 3
- 51245263818. 4

**Question Number : 64 Question Id : 51245219359 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is an advantage of centralization?

1. It facilitates rapid action during crisis
2. It leverages the collective mind leading to better quality decisions
3. It makes it easier to implement decisions
4. It creates greater opportunities for developing leaders

**Options :**

- 51245263819. 1
- 51245263820. 2
- 51245263821. 3
- 51245263822. 4

**Question Number : 65 Question Id : 51245219360 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

As an entrepreneurial organization involved in e-commerce grows in size, which of the following is likely to happen?

1. Complexity and formalization reduces while centralization increases
2. Complexity and centralization increases while formalization reduces
3. Complexity and formalization increases while centralization reduces
4. Centralization and formalization increases while complexity reduces

**Options :**

- 51245263823. 1
- 51245263824. 2
- 51245263825. 3
- 51245263826. 4

**Question Number : 66 Question Id : 51245219361 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

As an entrepreneurial organization involved in oncology research grows in size, which of the following is likely to happen?

1. Formalization increases while complexity and centralization reduces
2. Centralization increases while complexity and formalization reduces
3. Complexity, centralization and formalization reduces
4. Complexity increases while centralization and formalization reduces

**Options :**

- 51245263827. 1
- 51245263828. 2
- 51245263829. 3
- 51245263830. 4

**Question Number : 67 Question Id : 51245219362 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Identify the statement that is not true

1. A functional structure can be designed organically
2. A functional structure always needs to be designed mechanistically
3. A divisional structure can be designed mechanistically
4. A divisional structure can be designed organically

**Options :**

- 51245263831. 1
- 51245263832. 2
- 51245263833. 3
- 51245263834. 4

**Question Number : 68 Question Id : 51245219363 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Structural groupings are intended to

1. Leverage diversity, bring about coordination and achieve unity of effort
2. Leverage diversity, bring about coordination but not concerned with achieving unity of effort
3. Leverage diversity, achieve unity of effort but not concerned with interdependencies
4. Achieve unity of effort, bring about coordination but not concerned with leveraging diversity

**Options :**

- 51245263835. 1
- 51245263836. 2
- 51245263837. 3
- 51245263838. 4

**Question Number : 69 Question Id : 51245219364 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A typical structure for an entrepreneurial organization is

1. Functional structure with high degree of specialization
2. Divisional structure with focus on customer responsiveness
3. Hybrid structure that has elements of both input and output based groupings
4. Structure is likely to be undefined with lack of specialization

**Options :**

- 51245263839. 1
- 51245263840. 2
- 51245263841. 3
- 51245263842. 4

**Question Number : 70 Question Id : 51245219365 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A typical structure for post- entrepreneurial single product organization is

1. Functional structure with input based groupings
2. Divisional structure with focus on customer responsiveness
3. Hybrid structure that has elements of both input and output based groupings
4. Matrix structure with linkages between products and functions

**Options :**

- 51245263843. 1
- 51245263844. 2
- 51245263845. 3
- 51245263846. 4

**Question Number : 71 Question Id : 51245219366 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

For a multi-product company, a functional structure is suitable

1. Under no circumstances, i.e., multi-product companies must have product based structure
2. When the products are closely related to one another
3. When the products are very different from one another
4. When production requires high degree of specialization

**Options :**

- 51245263847. 1
- 51245263848. 2
- 51245263849. 3
- 51245263850. 4

**Question Number : 72 Question Id : 51245219367 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

When we look at organizations from an information processing view, we intend to

1. Maximize communication across departments and minimize communication within departments
2. Maximize communication across and within departments
3. Minimize communication across and within departments
4. Minimize communication across departments and maximize communication within departments

**Options :**

- 51245263851. 1
- 51245263852. 2
- 51245263853. 3
- 51245263854. 4

**Question Number : 73 Question Id : 51245219368 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

When we group people by output (e.g., product), we are trying to ensure that

1. There is high collaboration among employees who are involved with the product
2. There is high collaboration among employees who are involved with a particular function (e.g., Sales)
3. There is high degree of resource sharing among employees who belong to a function
4. There is possibility of super-specialization and developing deep functional expertise

**Options :**

- 51245263855. 1
- 51245263856. 2
- 51245263857. 3
- 51245263858. 4

**Question Number : 74 Question Id : 51245219369 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is not considered among the disadvantages of a functional structure?

1. Development of functional silos
2. Slow in responding to market needs
3. Poor utilization of resources
4. Collaboration across functions

**Options :**

51245263859. 1

51245263860. 2

51245263861. 3

51245263862. 4

**Question Number : 75 Question Id : 51245219370 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Compared to a functional structure, a product based structure would be

1. More responsive to market demands
2. More efficient in utilization of resources
3. More suitable in developing specialization among employees
4. Less responsive to market demands

**Options :**

51245263863. 1

51245263864. 2

51245263865. 3

51245263866. 4

**Question Number : 76 Question Id : 51245219371 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

In the context of functional structure, social interdependence referred to

1. Employee's peer group having the same competence as the employee
2. Employee's superior having the same competence as the employee
3. Input based grouping leading to super-specialization
4. Collaboration happening between employees from the same function

**Options :**

51245263867. 1

51245263868. 2

51245263869. 3

51245263870. 4

**Question Number : 77 Question Id : 51245219372 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

Which of the following can be effective in developing T-skills?

1. Job rotation
2. Providing training on different aspects of management functions
3. Developing in-depth specialization
4. Both options 1 and 2

**Options :**

51245263871. 1

51245263872. 2

51245263873. 3

51245263874. 4

**Question Number : 78 Question Id : 51245219373 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**



Which among the following is not a good reason for input based grouping in a hybrid structure? Assume a multi-product organization

1. Sharing a scarce resource across different product divisions
2. Responding to varying market needs of different products
3. Standardizing certain policies (e.g., recruitment) across product divisions
4. Getting scale economies across product divisions in certain functions such as purchasing

**Options :**

- 51245263875. 1
- 51245263876. 2
- 51245263877. 3
- 51245263878. 4

**Question Number : 79 Question Id : 51245219374 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Identify the statement that is true

1. Sales function should always be centralized in a multi-product company to get customer satisfaction
2. It is necessary for a large organization to persist with the structure that it creates
3. A multi-product company can have dissatisfied customers as a consequence of product-silos
4. Purchase function should always be centralized in a multi-product company for better bargaining power

**Options :**

- 51245263879. 1
- 51245263880. 2
- 51245263881. 3
- 51245263882. 4

**Question Number : 80 Question Id : 51245219375 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following creates challenges in having a matrix structure?

1. It creates additional overheads for the organization
2. It violates one of the fundamental principle of organizing – one person one boss
3. It can create problems for an employee if his / her two bosses differ on an issue
4. All of the above

**Options :**

- 51245263883. 1
- 51245263884. 2
- 51245263885. 3
- 51245263886. 4

**Question Number : 81 Question Id : 51245219376 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Dotted line reporting in matrix structures indicates

1. Directions of coordination that employees need to do vertically in the hierarchy
2. Directions of coordination that employees need to do horizontally in the hierarchy
3. Bosses who are primarily responsible for the employee's performance evaluation
4. Bosses who are primarily responsible for development of the employee

**Options :**

- 51245263887. 1
- 51245263888. 2
- 51245263889. 3
- 51245263890. 4

**Question Number : 82 Question Id : 51245219377 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

When an employee X has two solid- line reporting to bosses A & B, it implies

1. Any one of the bosses (A or B) does most of the performance evaluation of the employee
2. Boss A is mostly responsible for performance evaluation of the employee
3. Boss B is mostly responsible for performance evaluation of the employee
4. Both the bosses are equally responsible for performance evaluation of the employee

**Options :**

51245263891. 1

51245263892. 2

51245263893. 3

51245263894. 4

**Question Number : 83 Question Id : 51245219378 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Employee X has a solid line reporting to boss A and a dotted line reporting to boss B. If the bosses are giving conflicting directions to X, X should

1. Follow the instruction given by boss A without worrying about what boss B says
2. Follow the instruction given by boss B without worrying about what boss A says
3. Follow the instruction given by boss A if all attempts at reconciliation fails
4. Take no action unless the bosses themselves decide what X should do

**Options :**

51245263895. 1

51245263896. 2

51245263897. 3

51245263898. 4

**Question Number : 84 Question Id : 51245219379 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Identify the statement that is false / incorrect: A matrix structure

1. Is an expensive structure to implement in an organization
2. Is ideally suited for organizations where employees can resolve their conflicts professionally
3. Is suited for an organization that is seeking high degree of efficiency in its operations
4. Enables organizations to deal with two conflicting business demands

**Options :**

51245263899. 1

51245263900. 2

51245263901. 3

51245263902. 4

**Question Number : 85 Question Id : 51245219380 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

An important task of a matrix leader is to

1. Resolve conflict that constantly arises among the matrix bosses
2. To create balance of power between matrix bosses
3. To ensure that the matrix employee does not get demotivated by the conflict among his bosses
4. To ensure that there is little interdependence among the matrix bosses

**Options :**

51245263903. 1

51245263904. 2

51245263905. 3

51245263906. 4

**Question Number : 86 Question Id : 51245219381 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Despite its overheads, organizations may prefer matrix structures because matrix structures

1. Act as a mechanism of natural selection for potential leaders
2. Train employees to deal with chaos and conflict professionally
3. Only option 2
4. Option 1 and 2 both

**Options :**

51245263907. 1

51245263908. 2

51245263909. 3

51245263910. 4

**Question Number : 87 Question Id : 51245219382 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A multi-business enterprise operating several related businesses is likely to have

1. A large corporate head-office performing common functional activities for the respective businesses
2. A small corporate head-office performing common functional activities for the respective businesses
3. A large corporate head-office performing a few functional activities for the respective businesses
4. A small corporate head-office performing a few functional activities for the respective businesses

**Options :**

51245263911. 1

51245263912. 2

51245263913. 3

51245263914. 4

**Question Number : 88 Question Id : 51245219383 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

A multi-business enterprise having unrelated businesses in its portfolio is likely to have

1. A large corporate head-office performing common functional activities for the respective businesses
2. A small corporate head-office performing common functional activities for the respective businesses
3. A large corporate head-office performing a few corporate activities for the respective businesses
4. A small corporate head-office performing a few corporate activities for the respective businesses

**Options :**

51245263915. 1

51245263916. 2

51245263917. 3

51245263918. 4

**Question Number : 89 Question Id : 51245219384 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No**

**Correct Marks : 1 Wrong Marks : 0**

For a multi-business enterprise with unrelated businesses in its portfolio

1. The respective business heads will have little or no authority in deciding the strategy of their businesses
2. The respective business heads will have significant authority in deciding the strategy of their businesses
3. It will be easy for the corporate head office to create strategy for the different businesses
4. The corporate head office needs to ensure that there is high degree of standardization across all businesses

**Options :**

51245263919. 1

51245263920. 2

51245263921. 3

51245263922. 4

**Question Number : 90 Question Id : 51245219385 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A multinational enterprise selling a product that requires lot of customization to local preferences

1. Should centralize most of its decisions at the global head office
2. Should provide significant autonomy to its subsidiaries
3. Should try to achieve economies of scale and scope at a global level
4. Should view the world as one standard market

**Options :**

51245263923. 1

51245263924. 2

51245263925. 3

51245263926. 4

**Question Number : 91 Question Id : 51245219386 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A multinational enterprise selling a standardized product such as engineering goods

1. Should provide significant autonomy to its subsidiaries in deciding product mix
2. Should try to achieve economies of scale and scope at a global level
3. Should view the world market as highly fragmented and differentiated
4. Should follow a highly decentralized process of decision making

**Options :**

51245263927. 1

51245263928. 2

51245263929. 3

51245263930. 4

**Question Number : 92 Question Id : 51245219387 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A multinational enterprise with an international division as part of its home country structure is

1. Likely to be in its early stage of internationalization
2. Likely to be exporting standardized products manufactured in home country
3. Option 1 and 2 both
4. Only option 2

**Options :**

- 51245263931. 1
- 51245263932. 2
- 51245263933. 3
- 51245263934. 4

**Question Number : 93 Question Id : 51245219388 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A multinational enterprise following a multi-domestic strategy

1. May have its subsidiaries having different product portfolios
2. Is likely to give significant decision making authority to local subsidiaries
3. Derives significant advantage of its global size and reach
4. Both options 1 and 2

**Options :**

- 51245263935. 1
- 51245263936. 2
- 51245263937. 3
- 51245263938. 4

**Question Number : 94 Question Id : 51245219389 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**



A multinational enterprise that has a global product structure is

1. Likely to have product heads who are more powerful than country heads
2. Likely to follow a centralized system of decision making
3. Likely to derive significant global economies of scale and scope
4. All of the above

**Options :**

51245263939. 1

51245263940. 2

51245263941. 3

51245263942. 4

**Question Number : 95 Question Id : 51245219390 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

A multinational enterprise with a global matrix structure

1. Will incur significant overheads in managing the complexity of the structure
2. Will always provide greater power to the product heads rather than the country heads
3. Will always provide greater power to the country heads rather than the product heads
4. Will sacrifice economies of scale in order to achieve local responsiveness

**Options :**

51245263943. 1

51245263944. 2

51245263945. 3

51245263946. 4

**Question Number : 96 Question Id : 51245219391 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Which of the following is true when there is 'Division of Labor':

- a. Employees focus on narrow piece of job
- b. There is an emphasis on efficiency
- c. The job might get boring and monotonous

- 1. Only a
- 2. Only a, b
- 3. Only b,c
- 4. All of the above

**Options :**

- 51245263947. 1
- 51245263948. 2
- 51245263949. 3
- 51245263950. 4

**Sub-Section Number :**

2

**Sub-Section Id :**

5124521077

**Question Shuffling Allowed :**

Yes

**Question Number : 97 Question Id : 51245219392 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

"Like organizations countries are also found to specialize in certain value creating activities"

- 1. True
- 2. False

**Options :**

- 51245263951. 1
- 51245263952. 2

**Question Number : 98 Question Id : 51245219393 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

“Matrix structure can create high administrative overheads for organizations”

1. True
2. False

**Options :**

51245263953. 1

51245263954. 2

**Question Number : 99 Question Id : 51245219394 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

“In a functional structure, people are grouped together by the input skills or competencies that they bring to the organization.”

1. True
2. False

**Options :**

51245263955. 1

51245263956. 2

**Question Number : 100 Question Id : 51245219395 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0**

Organizational Design and Organizational Behaviour, both fall under Human Resource Management.

1. True
2. False

**Options :**

51245263957. 1

51245263958. 2

