



560

60452

I Semester M.Com. (F&A) Examination, February 2019
(CBCS)
FINANCE AND ACCOUNTING
Paper – 1.2 : Managing People in Organisations

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any seven** questions out of **ten**, **each** question carries **two** marks. **(7×2=14)**

1. a) What do you mean by performance appraisal ?
- b) What is inter-personal conflict ?
- c) Define organisational development.
- d) What do you mean autocratic leadership ?
- e) List out the personality traits.
- f) What do you mean by glass ceiling ?
- g) List out any four causes for accidents.
- h) Define the role of 'culture' in organisation.
- i) What do you mean by Johari Window ?
- j) What is meant by Organisational Design ?

SECTION – B

Answer **any four** questions. **Each** question carries **five** marks. **(4×5=20)**

2. Briefly explain the types of organisational culture.
3. Write a note on role of organisations in improving employee relations.
4. What do you mean by conflict ? How to resolve interpersonal conflict ?
5. What is stress ? Explain the causes for stress.
6. Elaborate the methods of recruitment.
7. "Employees are assets of the organisation" – Discuss.

P.T.O.

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SECTION – C

Answer any three questions out of five. Each question carries twelve marks.

(12×3=36)

8. Explain the need and importance of studying 'Managing People in Organisations' as a discipline in the present era.
9. Discuss the applicability of Herzberg's two factor theory for managing people in service organisations.
10. Explain the process of HR planning.
11. Define Training and Development. Elaborate the different methods of training.
12. What do you mean by accidents ? Write short notes on :
 - a) Consequences of accidents and Remedial Measures.
 - b) Preventive Measures for accidents.



PG – 742

I Semester M.Com. (FA)/MFA Examination, Jan./Feb. 2018
(CBCS Scheme)

Paper – 1.2 : MANAGING PEOPLE IN ORGANISATIONS

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any seven** questions out of ten. **Each** question carries **two** marks. (7×2=14)

1. a) What is an organisation ?
- b) Define social responsibility.
- c) What do you mean by Human Resource Planning ?
- d) What is single loop training ?
- e) Differentiate between ethics and values in Management.
- f) What is a team ?
- g) Give the meaning of conflict.
- h) What is a culture ?
- i) Define development.
- j) What is the meaning of personality ?

SECTION – B

Answer **any four** questions out of six. **Each** question carries **five** marks. (4×5=20)

2. How Human Resource planning differ from Manpower planning ?
3. Explain the ways and means to resolve conflicts and resolution.
4. Discuss the importance of safety and health of the Employees in the Organisation.
5. 'Managing the knowledgeable people in the organisation is not an easy task.'
Do you agree ? If Yes or No, substantiate.
6. Analyse the nature and functions of Management thoughts.
7. Briefly explain the Employee Remuneration problems in private sectors.

P.T.O.



SECTION - C

Answer **any three** out of five. **Each** question carries **12** marks. **(3x12=36)**

8. Discuss the present performance appraisal systems advantages and disadvantages, types in the multinational corporations.
9. What is leadership ? Explain the different styles of leadership and its drawbacks with suitable examples.
10. Explain Employee-Employee relationship, Employer-Employee relationship and employer-employer relationship in software industries.
11. 'Organisational design and organisational culture are reflect the controlling system of any organisation.' Elucidate.
12. Employees hiring and firing is the latest trend in the private and public organisations. Explain the above statement with relate to pros and cons of employees and employers point of view.



PG – 588

I Semester M.Com. (F and A)/M.F.A. Examination, January 2017
(CBCS)

Paper – 1.2 : MANAGING PEOPLE IN ORGANISATIONS

Time : 3 Hours

Max. Marks : 70

SECTION – A

1. Answer **any seven** questions out of ten. **Each** question carries **two** marks. (7×2=14)
- What do you mean by social responsibility ?
 - What is organisational effectiveness ?
 - Define human resource planning.
 - What is performance appraisal ?
 - What do you understand by perception ?
 - Define stress.
 - Differentiate between inter personal and intra personal conflicts.
 - What is group dynamics ?
 - What is organisational change ?
 - Define organisational culture.

SECTION – B

- Answer **any four** questions out of six. **Each** question carries **five** marks. (4×5=20)
- Explain the need for ethical organisation.
 - Explain need hierarchy theory of motivation.
 - Describe the significance of safety and health of employee.
 - Explain the factors influencing employee remuneration.
 - Describe the foundations of individual behaviour.
 - Why people resist for change ? Explain.

P.T.O.

PG – 588



SECTION – C

Answer **any three** questions out of five. **Each** question carries **twelve** marks.

(3×12=36)

8. Describe the role of people in organisational effectiveness.
 9. Elucidate different performance appraisal techniques.
 10. How to address interpersonal conflict ? Explain.
 11. Explain the sources of work related stress.
 12. Explain the principles of organisational culture.
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PG – 893

I Semester M.F.A. Examination, January 2016
(CBCS)

Finance and Accounting
Paper – 1.2 : MANAGING PEOPLE IN ORGANISATIONS

Time : 3 Hours

Max. Marks : 70

SECTION – A

1. Answer **any seven** questions out of ten. **Each** question carries **two** marks. **(7×2=14)**
- What do you mean by organisational effectiveness ?
 - What is 360 degree performance appraisal ?
 - What is human resource planning ?
 - Define perception.
 - Differentiate between monetary and non-monetary motivation.
 - What is group dynamics ?
 - What do you mean by power politics ?
 - Differentiate between interpersonal and intrapersonal conflicts.
 - What is organisational culture ?
 - Define stress.

SECTION – B

Answer **any four** questions out of six. **Each** question carries **five** marks. **(4×5=20)**

- Explain the role of people in organisational effectiveness.
- Elucidate the significance of safety and health of employees.
- Discuss the foundations of individual behaviour.
- Explain the objective of organisational development.
- How to resolve interpersonal conflict ? Explain.
- Describe the components of attitude.

P.T.O.



SECTION – C

Answer **any three** questions out of five. **Each** question carries **twelve** marks. **(3×12=36)**

8. Describe the evolution of management thought.
9. Explain the process of human resource planning.
10. Discuss the sources of work related stress. How to overcome work related stress ?
11. Why people resist for organisational change ? Explain.
12. Elucidate different types of power with example.