

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For candidates admitted during the academic year 2019-20 and thereafter)

B.Com. DEGREE EXAMINATION – APRIL 2024
ACCOUNTING & FINANCE
SIXTH SEMESTER

COURSE : MAJOR ELECTIVE
COURSE TITLE : ORGANISATION AND PEOPLE MANAGEMENT
COURSE CODE : 19AF/ME/OP45
TIME : 3 HOURS

MAX. MARKS: 100

SECTION - A

Answer ALL the questions:

(10 x 2 = 20)

1. Define Organisational Behaviour.
2. List two emerging challenges of Organisational Behaviour.
3. Identify two Personality traits of an employee.
4. Define Organisational Culture.
5. What is impression management?
6. Define Stress Management.
7. What is meant by the concept of Group Formation?
8. State the importance of Power in group dynamics.
9. Define Compensation Management.
10. What is Grievance Redressal in Human Resource Management?

SECTION - B

Answer any FIVE questions:

(5 x 8 = 40)

11. Explain the factors influencing individual personality in an organization.
12. Describe the role of perceptions and emotions in organizational behaviour.
13. Analyze the impact of organizational culture on employee behaviour and performance.
14. Explain the process of performance appraisal and its methods.
15. Discuss the importance of financial and non-financial incentives in compensation management.
16. Evaluate the significance of collective bargaining in modern HR practices.
17. Describe the strategies for managing diversity in the workplace.

SECTION - C

Answer any TWO questions:

(2 x 20 = 40)

18. Discuss the stages of organizational change and how to effectively manage change within an organization.
19. Evaluate the role of power dynamics and organization politics in influencing group behavior and decision-making.
20. Elucidate the process of career planning and succession planning in Human Resource Management.
21. Analyze the statutory compliances related to compensation management, including ESI, PF, and Gratuity.
