

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 86
(For candidates admitted from the academic year 2023 – 2024)

B. COM DEGREE EXAMINATION, APRIL 2026
ACCOUNTING AND FINANCE
SIXTH SEMESTER

COURSE : MAJOR ELECTIVE
PAPER : ORGANISATION AND PEOPLE MANAGEMENT
SUBJECT CODE : 23AF/ME/OP45
TIME : 3 HOURS **MAX. MARKS: 100**

SECTION A				
Q. No.	Answer the following, not exceeding 50 words	(5 x 2 = 10)	CO	KL
1	Define “Organisational Behaviour”.		CO1	K1
2	What is learning?		CO1	K1
3	State the meaning of power.		CO1	K1
4	Explain the term performance appraisal.		CO1	K1
5	What is bargaining in good faith?		CO1	K1
SECTION B				
Q. No.	Answer any four, not exceeding 150 words	(4 x 5 = 20)	CO	KL
6	Bring out the challenges of organisational behaviour.		CO1	K2
7	Summarize the factors influencing personality.		CO1	K2
8	Explain the concept of forming stage in Group dynamics.		CO1	K2
9	Classify Group characteristics.		CO1	K2
10	Explain 5 models of organisational behaviour.		CO1	K2
11	Illustrate Grievance redressal.		CO1	K2
SECTION C				
Q. No.	Answer the following, not exceeding 500 words	(4 x 10 = 40)	CO	KL
12	a) Identify the different types of personality. OR b) What is stress management? Explain its causes and methods to overcome stress.		CO2	K3
13	a) Define perception and state the factors influencing perception. OR b) Explain values and attitudes.		CO2	K3
14	a) Analyse the methods of performance appraisal. OR b) Examine organisational politics.		CO3	K4
15	a) Classify wage and salary administration. OR b) Categorize collective bargaining.		CO3	K4
SECTION D				
Q. No.	Answer the following, not exceeding 1000 words	(2 x 15 = 30)	CO	KL
16	a) Explain the concept and determinants of organisational culture and climate. OR b) Evaluate career planning and succession planning.		CO4	K5
17	a) Discuss financial and non-financial incentives. OR b) Elaborate on managing diversity at work place.		CO5	K6
