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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.



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.
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