

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)

Chromepet, Chennai - 600 044.

B.Com.Honours - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - II

24UBHCT2006 - Management Process and Organisational Behaviour

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions (6 × 5 = 30 Marks)

1. Explain the importance of management in modern organisations.
2. Apply the key steps to make a performance appraisal system effective.
3. Explain Herzberg's Two-Factor Theory and how it is applied in organizations.
4. Classify different types of groups in an organization and analyze the factors influencing group cohesiveness.
5. Construct the Limitations of Organisational Behaviour.
6. Explain the methods of Performance appraisal.
7. Explain the steps involved in effective coordination in an organization.
8. Describe the concept of organizational change and explain how organizations overcome resistance to change.

Section C

I - Answer any **TWO** questions (2 × 10 = 20 Marks)

9. Distinguish between Henry Fayol's and F.W. Taylor's principles of management. Critically examine their relevance in today's business world.
10. Appraise the effectiveness of different recruitment and selection processes in organizations. Suggest improvements for better hiring practices.
11. Analyze the impact of group cohesiveness on group performance.
12. Examine the role of motivation in improving employee performance. Justify how McClelland's Theory is applicable in modern organizations.

II - Compulsory question (1 × 10 = 10 Marks)

13. Assess the role of organizational climate in achieving organizational effectiveness. Justify how change agents contribute to successful organizational change.
