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St Aloysius College (Autonomous)
Mangaluru

Semester III – P.G. Examination – M.Sc Corporate Psychology

November - 2018

CORPORATE ETHICS AND GOVERNANCE

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Time: 3 hrs.

Max Marks: 70

(5×2=10)

I. Answer any FIVE of the following.

1. State the meaning of Social Reporting?
2. What is meant by business ethics?
3. Review the term Corporate Failure?
4. Explain the term Corporate sustainability?
5. Define Corporate Social Responsibility?
6. Describe the term 'Law'?
7. Explain the term 'Values'?

II. Answer any FOUR of the following.

(4×5=20)

8. Describe briefly the principles of Corporate Governance?
9. Enumerate the objectives of CSR activities of an organization?
10. What are the ethical implications of deployment and implementation of technology in business organization?
11. Discuss the code of ethics for business Managers?
12. Review the benefits of managing and maintaining business ethics?
13. Explain the levels of business ethics?

III. Answer any FOUR of the following.

(4×10=40)

14. Discuss any three models of Corporate Governance?
15. Review the initiatives taken for Corporate Governance reform in India?
16. Explain with examples ethical challenges in HRM, Marketing, Finance and Accounting?
17. Describe the causes of corporate failure and the measures to avoid such events?
18. Elucidate the steps involved in developing a comprehensive ethics programme?
19. Describe the environmental aspects of CSR in any organization of your choice?

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St Aloysius College (Autonomous)
Mangaluru
Semester III - P.G. Examination - M. Sc. Corporate Psychology
November - 2018

Time: 3 Hours

INDUSTRIAL RELATIONS AND LABOUR LAWS

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Max.Marks:70

(5×2=10)

I Answer any FIVE of the following :

1. Is the right to strike a fundamental right? Give reasons.
2. When does an individual dispute become an industrial dispute?
3. What is 'lay off' and 'retrenchment'?
4. What is the rationale for social security legislation?
5. What are the disciplinary actions for misconduct under Industrial Dispute Act?
6. Give the importance of payment of Gratuity Act.
7. What are the exempted establishments under payment of Bonus Act 1965?

II Answer any FOUR of the following :

(4×5=20)

8. Explain the role of state in industrial relations terms.
9. Explain the terms "temporary" or "permanent" total and partial disablement under workmen's compensation Act.
10. Write a note on collective bargaining. Enumerate the essential conditions for its success.
11. Define grievance. What are its characteristics? Describe the model grievance procedure which exists in the Indian industry.
12. Explain the objectives of Employees State Insurance Act.
13. Explain the right styles of conflict management.

III Answer any FOUR of the following :

(4×10=40)

14. Explain the provisions of health, safety and welfare of worker under Factories Act of 1948.
15. Explain the changes in the IR scenario before and after economic liberalization
16. Draw a neat diagram and explain the Dunlop's framework of IR.
17. Describe the machinery for prevention and settlement of industrial disputes under the ID Act.
18. Explain the provision of Factory Act, regarding employment of women.
19. What are the challenges faced by Trade Unions in India. Provide suitable measures to strengthen the Trade Union movement in India.

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Semester III – P.G. Examination – M.Sc Corporate Psychology

November - 2018

CORPORATE LEADERSHIP

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Max Marks: 70

Time: 3 hrs.

Answer any **FIVE** of the following.

(5×2=10)

1. Define Leadership.
2. What qualities should a good leader possess?
3. What is Transformational Leadership?
4. List out the four Leadership behaviours considered in path goal theory.
5. Outline the characteristics of autocratic leadership style.
6. What is ethical Leadership?
7. What is Managerial Grid?

II. Answer any **FOUR** of the following.

(4×5=20)

8. " A Good Leader is not necessarily a good Manager". Discuss this statement.
9. Explain the contingency theories of Leadership with examples?
10. "Most effective Leaders show great concern for both the task and people". Comment on the validity of the statement.
11. Explain the attributes of a Transformational Leader?
12. Outline the attributes of an effective Leader?
13. Explain how Leader should act and perform in crisis?

III. Answer any **FOUR** of the following.

(4×10=40)

14. Discuss the role and functions of a Leader in an organization.
15. Develop an example in which you operationalize path goal theory.
16. "Leadership is Situational" comment on this statement.
17. Critically examine the various approaches to the study of Leadership behaviour. Is there any one best style of Leadership?
18. Explain transactional theory of Leadership with examples.
19. Discuss Burn's Perspective on ethical Leadership

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Semester III – P.G. Examination – M.Sc Corporate Psychology

November - 2018

CORPORATE LEADERSHIP

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Max Marks: 70

Time: 3 hrs.

Answer any FIVE of the following.

(5×2=10)

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18. Explain transactional theory of Leadership with examples.
19. Discuss Burn's Perspective on ethical Leadership

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Semester III - P.G. Examination - M. Sc. Corporate Psychology
November - 2018

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Time: 3 Hours

ORGANISATIONAL CHANGE AND DEVELOPMENT

Max.Marks:70

I Answer any **FIVE** of the following : (5×2=10)

1. What are self managed teams?
2. What is survey feed back?
3. What is contingency model?
4. What do you mean by facilitating the change?
5. What is transformational change?
6. What is the need to appoint a change agent?
7. What is organizational open system?

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II Answer any **FOUR** of the following : (4×5=20)

8. What is sensitivity training? State its advantages.
9. Explain organizational development and its characteristics.
10. Explain action research model in organizational development.
11. Discuss how change can be facilitated in an organization.
12. What are the different types of change?
13. Explain the impact of IT on organizational design.

III Answer any **FOUR** of the following : (4×10=40)

14. "The focus of organizational development is on organizations and making them function better that is on total system change" Elaborate.
15. Discuss how cultural change can be brought in an organization with an example.
16. Explain Levin's model of change management.
17. What is adaptive model of change? Explain.
18. Critically evaluate the role of HR in organizational development.
19. How to go about understanding the culture of any organization? Explain the pros and cons of existence of strong and weak culture.

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Semester III – P.G. Examination – M.Sc Corporate Psychology
November - 2018

CORPORATE REPORTING AND ACCOUNTABILITY

Time: 3 hrs.

Answer any **FIVE** of the following.

Max Marks: 70

(5×2=10)

1. What is Working Capital?
2. Current ratio 2:1 working capital ₹10,00,000. Find out current assets and current liabilities.
3. What is an audit report?
4. What are financial scams?
5. If current ratio is 2; quick ratio is 1.5; stock ₹ 1,00,000. Find out current asset and quick assets.
6. Opening stock ₹ 25,000, gross profit ₹65,000, wages ₹ 10,000 and closing stock ₹ 10,000. Find out sales.
7. What do you mean by contra entries and how it is shown in cash book.

Answer any **FOUR** of the following.

(4×5=20)

8. Journalise the following transactions:
2018
October 01 : Commenced business with cash ₹ 10,000/-
02 : Purchased goods ₹ 2000/-
03 : Purchased goods from Mohan ₹ 500/- (for credit)
04 : Wages paid ₹ 5,500/-
05 : Sold goods to Adarsh ₹ 10,000/-
9. Write down the account of Aruna from the following in the book of Divya.
2018
October 06 : Sold goods to Aruna ₹ 5,000
07 : Aruna returned goods ₹ 1,000
08 : Received cash from Aruna ₹ 1,000
09 : Purchased goods from Aruna ₹ 2,000
10 : Returned goods to Aruna ₹ 1,000
11 : Sold goods to Shashi ₹ 10,000

10. From the following balances prepare trial balance.

Capital	8000	Purchases	10,560	Bad debts	1280
Furniture	1700	Debtors	6000	Bank loan	1500
Cash	240	Buildings	6640	Sales	10,660
				Creditors	6260

Contd...2

11. From the following prepare comparative Income statement

	SD Ltd (₹)	AL Ltd (₹)
Sales	3,00,000	1,50,000
Cost of goods sold	2,40,000	1,30,000
Office Expenses	14,000	9,000
Selling Expenses	16,000	8,000
Non operating Expenses	4,000	1,000

12. From the following find out:

Current ratio, Quick ratio, Capital employed, proprietary ratio and capital gearing ratio.

Liabilities	₹	Assets	₹
Equity share capital	10,00,000	Land and Building	5,00,000
7% pref share capital	3,00,000	Plant & machinery	4,00,000
Reserves & samples	2,00,000		
14% debentures	2,00,000	Furniture	2,00,000
Creditors	50,000	Debtors	2,00,000
Bills Payable	1,00,000	Bills receivable	3,00,000
Bank overdraft	25,000	Cash	2,00,000
Provision for taxation	1,25,000	Stock	2,00,000
	<u>20,00,000</u>		<u>20,00,000</u>

13. Write a note on accounting concepts.

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III. Answer any FOUR of the following.

(4x10=40)

14. a) Explain GAAPs (Generally Accepted Accountancy principles) (5)
b) Explain various Accounting conventions. (5)
15. Explain the following transactions in a cash book with bank column.
2018

October 12: Commenced business with cash ₹ 10,000

13: sold goods for cash ₹ 3,000

14: Purchased goods for cash Rs 2,000

15: Purchased goods for cheque Rs 3,000

16: Rent paid Rs 1000

17: Deposited cash into bank 3,000

18: Paid salary Rs 400

19: Cash sales Rs 10,000

20: Paid Raj Rs 1000 by cheque

21: Received from Mahesh Rs 500 and deposited the same in to
Bank.

Contd...3

16. From the following - prepare trading Account, and profit and Loss account and Balance Sheet as on 31st December 2017.

	Dr(₹)	Cr(₹)
Capital		
Furniture		68,400
Debtors and Creditors	40,000	
Stock 1-1-2017	36,000	26,000
Rent Received	44,000	
Purchases and Sales		2000
Cash in hand	2,20,000	3,00,000
Salary	20,000	
Advertisement	10,000	
Rent paid	12,000	
Bills Receivable	2,000	
Bills Payable	22,400	
		10,000
	4,06,400	4,06,400

Adjustments:

- 1) Stock on 31-12-2017 ₹ 20,000.
 - 2) Depreciate furniture by 10%
 - 3) Outstanding Salary Rs 1,000/-
17. Balance Sheet of SBV Ltd as on 31-12-2016 and 31-12-2017 is given below. Prepare common size Balance sheet.

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Liabilities	31-12-2016	31-12-2017
Share capital	7,00,000	9,00,000
Reserves and Surplus	1,35,000	1,71,000
Bank Overdraft	50,000	80,000
Creditors	1,50,000	1,25,000
12% Debentures	25,000	50,000
Provision for taxation	50,000	70,000
Proposed dividend	1,00,000	1,50,000
	12,10,000	15,46,000

Assets	31-12-2016	31-12-2017
Fixed assets	7,00,000	10,00,000
Investment	1,00,000	1,20,000
Stock	1,50,000	1,80,000
Debtors	2,36,000	2,44,000
Cash	24,000	2,000
Total	12,10,000	15,46,000

Contd...4

18. From the following prepare cash flow statements

Liabilities	2016	2017
Share capital	4,50,000	5,00,000
General Reserve	40,000	70,000
Profit and Loss A/c	30,000	48,000
Creditors	1,17,000	1,49,000
Provision for taxation	40,000	50,000
Total	6,77,000	8,17,000

Assets	2016	2017
Good will	1,15,000	90,000
Plant	2,80,000	3,70,000
Debtors	1,60,000	2,00,000
Stock	97,000	1,39,000
Cash in hand	25,000	18,000
Total	6,77,000	8,17,000

Additional information

- a) Dividend of Rs 20,000 has been paid in 2017
- b) Rs 35,000 tax paid during 2017
19. From the following prepare a statement showing working capital needed to finance a level of activity of 12,000 units.

Analysis of selling price per Unit :

Raw materials	₹ 5
Labour	₹ 3
Overheads	₹ 2
Profit	₹ 2
Selling price	₹ 12

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Other Information:

1. Raw materials are to remain in stores - one month
2. Work in progress on an average - 2 months
3. Finished goods in stock - 3 month
4. Credit allowed to debtors - 4 months
5. Credit allowed by creditors - 2 months
6. Labours and overhead due one month each
7. safety margin 10% on Networking Capital

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November - 2019

CORPORATE LEADERSHIP

Time: 3 Hours

Max.Marks:70

I Answer any FIVE of the following :

(5×2=10)

1. Define leadership.
2. What is the difference between leadership and power?
3. Define emotional intelligence.
4. What is sociability in the context of leadership?
5. What is leadership behaviour?
6. How "task structure" influences leadership style?
7. What is the influence of culture on leadership?

II Answer any FOUR of the following :

(4×5=20)

8. State the similarities and differences among managers and leaders.
9. Explain the major leadership traits.
10. Discuss the characteristics of charismatic leaders.
11. Explain Fiedler's contingency theory of leadership.
12. Discuss the importance of ethical leadership.
13. Write a note on Indian corporate leaders.

III Answer any FOUR of the following :

(4×10=40)

14. Discuss the framework of understanding leadership.
15. What is glass ceiling effect? How to overcome glass ceiling effect.
16. Define leadership grid. Explain the concept of leadership grid.
17. Define transformational leadership. Explain the factors influencing transformational leadership.
18. Explain the Hersey-Blanchard situational leadership theory.
19. Discuss the principles of ethical leadership.

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Mangaluru

Semester III – P.G. Examination – M.Sc. Corporate Psychology

November - 2019

ORGANISATIONAL CHANGE AND DEVELOPMENT

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What do you mean by organizational culture?
2. What is OD renewal?
3. Describe the nature of OD.
4. Differentiate between planned and unplanned change.
5. What is action research?
6. Define quality circle?
7. What is Sluggish thermostat Management?

II. Answer any FOUR of the following.

(4×5=20)

8. Write a note on quality of work life.
9. Identify the key Impact of IT on organization design.
10. Discuss the reasons for the resistance to change.
11. Describe the Lewin's Model of change.
12. Explain the sociotechnical system and its five components
13. Demonstrate the contingency Approach.

III. Answer any FOUR of the following.

(4×10=40)

14. Enumerate and discuss the forces of change.
15. Discuss the OD intervention strategies
16. Critically evaluate the various forms of resistance to change.
17. Explain the process of creating and transmitting organization culture.
18. Analyze the various approaches to change.
19. Elaborate on Action Research being a cyclical process. Describe the process.

CORPORATE REPORTING AND ACCOUNTABILITY

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What are subsidiary books?
2. Current ratio is 4:2, Working capital = ₹20,00,000. Find Current assets and current liabilities.
3. What are financial scams?
4. What is contra entry?
5. What is Book keeping?
6. Give the meaning of 'financial ratio'.
7. If sales = ₹90,000, closing stock = ₹10,000, opening stock = ₹20,000, wages = ₹10,000 and purchases = ₹50,000 find gross profit.

II. Answer any FOUR of the following.

(4×5=20)

8. Journalize the following transactions
On April 01, 2019 Mayank started business with ₹ 100,000 and other transactions for the month are:
April 2: Purchased Furniture for Cash ₹ 7,000.
April 8: Purchased Goods for Credit ₹ 1,000 from Rohith.
April 14: Sold Goods to Pandya Brothers ₹ 12,000.
April 18: Owner withdrew goods of worth ₹ 2,000 for personal use.
9. Write down the account of Virat in the books of Anushka
May 1: Purchased goods from Virat ₹ 10000
May 2: Sold goods to Virat ₹ 25000
May 3: Virat returned goods ₹ 5000
May 4: Returned goods to Virat ₹ 5000
May 5: Received cash from Virat ₹ 5000
10. From the following, prepare Trial balance of Cheteshwara And Co
Capital : ₹ 100000 Purchases: ₹ 8000 Debtors: ₹ 20000
Buildings : ₹ 30000 Sales: ₹ 20000 Creditors: ₹ 10000
Bank : ₹ 20000 Furniture: ₹ 50000 Rent: ₹ 2000

Contd...2

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11. Prepare Petty Cash Book from the following particulars for Ishnth Ltd.

September 2019

September 1: Received for petty cash payments ₹ 1,000

September 4: Paid for stationery ₹ 140

September 9: Paid for postage ₹ 80

September 10: Paid for printing charges ₹ 150

September 11: Paid for carriage ₹ 125

12. What are the uses of accounting?
13. Explain the role of psychology in financial reporting.

III. Answer any FOUR of the following.

(4x10=40)

14. From the following information of Ajinkya And Co. prepare cash flow statement

Liabilities	2017(₹)	2018(₹)	Assets	2017(₹)	2018(₹)
Share capital	450000	500000	Land	315000	260000
Reserves	40000	70000	Plant	80000	200000
Profit & Loss A/C	30000	48000	Debtors	180000	230000
Creditors	97000	133000	Stock	77000	109000
Bills payable	20000	16000	Cash	25000	18000
Provision for taxation	40000	50000			
Total	677000	817000	Total	677000	817000

Additional information

Depreciation of ₹ 10000 and ₹ 20000 have to be charged on plant and land respectively.

Income tax paid ₹ 35000.

15. From the following particulars prepare a two column cash book of Saha Trading Co. for the month of September, 2019:

- 1 Cash balance (Cr) ₹ 2,000; Bank balance (Dr) ₹ 40,000.
- 4 Cash sales ₹ 3,700
- 6 Paid Panth & Bros. by cash ₹ 500
7. Received cash from debtors ₹ 1,800.
- 12 Paid to vendor by means of cheque worth ₹ 2,700.
- 13 Paid water bill in cash ₹ 250.
- 15 Bought goods by cheque ₹ 750.
- 20 Received a cheque from Dhoni ₹ 2,700 and deposited into the bank.
- 21 Received by cheque from Mongiya ₹ 1,360.
- 25 Cash sales ₹ 2,100.
- 30 Deposited ₹10,000 in to bank.

Contd...3

16. From the following details of Shami & Co. calculate Networking capital requirements.

Sales 26000 units

Raw material holding period 3 months.

WIP Conversion period 3 months.

Finished good holding period 2 months.

Customers are given 2 months credit.

Suppliers grant 1 month credit.

Cash ₹10,000.

Cost Structure:

Material cost ₹3 per unit, Labor cost ₹4 per unit, Overhead cost ₹2 per unit,

Total Cost ₹9 per unit and Selling Price ₹10 per unit.

17. The following is the balance sheet of Umesh & Co. on 31st October 2019.

Liabilities	Amount (₹)	Assets	Amount(₹)
Share capital	2,00,000	Land	1,40,000
P/L A/c	30,000	Plant	3,50,000
Reserves	40,000	Stock	2,00,000
Debentures	4,20,000	Debtors	1,00,000
Creditors	1,00,000	Bills receivables	10,000
Bills Payable	50,000	Cash	40,000
Total	8,40,000	Total	8,40,000

Calculate

- Current ratio.
 - Quick ratio.
 - Debt to capital employed.
 - Debt equity ratio.
 - Proprietary ratio.
18. Explain the challenges and remedies to overcome psychological barriers in financial scams.
19. Explain various Accounting concepts.

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CORPORATE ETHICS AND GOVERNANCE

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is meant by business ethics?
2. Define CSR.
3. Explain the concept of Social Reporting.
4. Define Corporate Governance.
5. What are values?
6. Review the term Corporate Sustainability.
7. What is meant by Governance Reforms?

II. Answer any FOUR of the following.

(4×5=20)

8. Highlight a few ethical issues in business management.
9. Mention the benefits of managing business ethics.
10. Write a note on the objectives of CSR.
11. What are the reasons for corporate failure?
12. Mention the principles for Corporate Governance.
13. Discuss the measures for constituting good corporate governance.

III. Answer any FOUR of the following.

(4×10=40)

14. Discuss the implication of ethics in different business disciplines.
15. Explain the levels of business ethics.
16. Describe the CSR Models.
17. Elucidate the codes of Corporate Governance in India.
18. Review the development of a comprehensive ethics programme.
19. Analyze the issues and concerns in business ethics.

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November - 2019

INDUSTRIAL RELATIONS AND LABOUR LAWS

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is gratuity?
2. Explain the concept of code of discipline.
3. Who are the major participants of Industrial Relations?
4. What is Collective Bargaining?
5. Explain the concept of Liberalization.
6. What is a Trade Union?
7. Explain the term 'Bonus' as per the payment of Bonus Act- 1965.

II. Answer any FOUR of the following.

(4×5=20)

8. Enumerate the functions of ILO.
9. Sum-up the principal objectives of the Industrial Disputes Act-1947.
10. Write a brief note on the changing role of IR.
11. What are the important steps in conflict resolution?
12. Describe the evolution of IR.
13. What are the major challenges faced by the trade unions in India?

III. Answer any FOUR of the following.

(4×10=40)

14. Elaborate on the machinery for prevention and settlement of Industrial Disputes.
15. Bring out the main provisions of the ESI Act-1952.
16. Explain any two approaches to IR.
17. Briefly explain the Payment of Bonus Act-1965.
18. Substantiate the health, safety and welfare measures in the Factories Act-1948.
19. "The passing of the Minimum wages Act, 1948 is a land mark in the history of labour legislations in our country" Critically Discuss.
