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**St Aloysius College (Autonomous)
Mangaluru**

**Semester III – P.G. Examination – M. Sc Corporate Psychology
JANUARY-2021**

CORPORATE LEADERSHIP

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is laizze-faire leadership?
2. Who is a Charismatic leader?
3. Enumerate any four main characteristics of an effective leader.
4. What do you mean by Servant leadership?
5. What is the main criticism of trait approach to leadership?
6. Define Ethical leadership
7. Bring out the main attributes of Transformational leader

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II. Answer any FOUR of the following.

(4×5=20)

8. Differentiate between a leader and a manager
9. What is the impact of cognitive factor on leadership.
10. How does a leader handle crisis?
11. Bring out the principles of ethical leadership.
12. Does gender play an important role in the matter of leadership? Substantiate.
13. Write a brief note on the emerging trends in leadership

III. Answer any FOUR of the following.

(4×10=40)

14. Define Leadership and also describe the various leadership Grid styles.
15. Discuss Heifetz's perspective on ethical leadership.
16. Does leadership make any significant difference to the effectiveness of an organization? Defend your position.
17. Explain the path-goal theory of effective leadership.
18. Explain the various traits and motives of an effective leader.
19. Analyse the Greenleaf approach to servant leadership.

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JANUARY-2021

ORGANIZATIONAL 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 Planned change?
2. Define action research.
3. Explain open system model of OD.
4. What is Quality circles?
5. Define organizational culture.
6. What is hyper turbulent environment?
7. What is organizational transformation?

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II. Answer any FOUR of the following.

(4×5=20)

8. Describe the means to create ethical culture in any firm?
9. Explain Levins model of change.
10. The adoption of Information Technology affects organization design. Explain.
11. Discuss survey research feedback as an approach to OD.
12. Explain the measures to overcome resistance to change in an organization.
13. Elucidate the stages in organizational change.

III. Answer any FOUR of the following.

(4×10=40)

14. What do you mean by organizational Development? Discuss the human process interventions to organizational Development.
15. Identify the factors that create and sustain an organizations culture.
16. Explain the strategic uses of Information technology in today's modern organization?
17. Discuss a model of adaptive orientation as an approach to organizational renewal.
18. What is change? What are the causes of change? Why people resist change?
19. Elaborate the focus of system theory and action research in organizational development.

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CORPORATE REPORTING AND ACCOUNTABILITY

Time: 3 hrs.

Max Marks: 70

(5×2=10)

I. Answer any FIVE of the following.

1. Current Ratio 2:1, Quick Ratio 1.5; 1 current liability ₹ 1,00,000. Find out current Assets & Stock.
2. State the debit and credit rule of Real account.
3. What is meant by subsidiary books?
4. Write any 2 examples for current assets
5. What is the meaning of term Cash flow statement?
6. Opening stock ₹10,000, purchases ₹50,000, closing stock ₹ 25,000, wages ₹5,000 sales ₹10,0000. Find out gross profit.
7. What is Contra Entry?

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II. Answer any FOUR of the following.

(4×5=20)

8. Journalize the following transactions in the books of Rohith 2021
January 1 Paid Salary ₹ 55000
5 Rent paid to Raj ₹ 54500
7 Cash sales ₹ 54000
9 Cash Purchases ₹ 53500
11 Sold furniture ₹ 53000
9. Prepare Trend Analysis of 'V' Ltd

Purchases	₹		
	2016	2017	2018
Share capital	4,00,000	5,00,000	6,00,000
Reserves	2,00,000	3,00,000	3,00,000
Loans	4,00,000	2,00,000	1,00,000
Creditors	6,00,000	8,00,000	4,00,000
Building	4,00,000	5,00,000	6,00,000
Plant	4,00,000	5,00,000	2,00,000
Stock	5,00,000	5,00,000	2,00,000
Debtors	2,00,000	2,00,000	2,00,000
Cash at Bank	1,00,000	1,00,000	2,00,000

10. From the following balances prepare trail balance
Machinery ₹ 8000, Capital ₹ 18000, Furniture ₹ 11000, Purchases ₹ 6000
Cash ₹ 9000, Rent paid ₹ 7000, Sales ₹ 21000, Debtors ₹ 16000, Creditors ₹ 18000

Contd...2

11. For the following Find out Comparative Income Statement.

Particulars	2015 (₹)	2016 (₹)
Sales	16,00,000	18,00,000
Cost of Goods sold	14,30,000	14,00,000
Selling expenses	42,000	52,000
Administrative expenses	31,000	38,000
Non-operating expenses	3,880	4,440

12. From the following Balance Sheet find out current Ratio, Quick Ratio, Super Quick ratio.

Liabilities	₹	Assets	₹
Share Capital	30,000	Fixed Assets	16,500
Creditors	8,000	Cash	1,000
Bills payable	2,000	Debtors	8,000
Provision for tax	3,500	stock	18,000
	43,500		43,500

13. Write a note on Role of Psychology in Financial Reporting

III. Answer any FOUR of the following. (4x10=40)

14. A proforma cost sheet of a company provides the following particulars.

Materials ₹20/unit, Direct labour ₹ 10/unit, Overhead ₹6/unit.

The following further particulars are available:

- It is proposed to maintain a level of activity of 3,00,000 units.
- Cash balance ₹ 40000
- Raw materials are expected to remain in stores for an average period of 2 months.
- Materials will be in process, on an average of 1 month.
- Finished goods are required to be in stock for an average period of 2 months
- Credit allowed to debtors is 5 months.
- Credit allowed by suppliers is 3 months.

Prepare a statement showing working capital requirements. You may assume that sales and production follow a consistent pattern.

15. Enter the following in Two Column Cash book (with bank column)

2019

Feb 1 Started business with ₹ 10,000

2 Paid into Bank ₹ 5,000

3 Withdrawn ₹ 1,000 from bank for personal use

4 Bought stationery ₹ 1,085

- 6 Received cash from Surya ₹ 1,000
 9 Withdrawn from Bank ₹ 5,000
 10 Paid Santhosh by cheque ₹ 240
 15 Sold goods to Shankar for ₹ 8,000
 16 Purchased goods worth ₹ 500 by cheque.
 17 Purchase of machinery ₹ 4,200 by cash

16. From the following prepare trading and profit & loss account for the year ended 31st December 2020 and Balance sheet on that date

Particulars	Debit (₹)	Credit (₹)
Salary	1,300	
Building	4,000	
Cash	1,500	
Wages	1,000	
Purchases	8,000	
Capital		9,000
Commission paid	250	
Rent Paid	450	
Opening Stock	6,000	
Debtors	4,400	
Creditors		4,500
Interest Received		300
Bills Receivable	2,900	
Sales		16,000
Total	29,800	29,800

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Additional Information

- a. Closing Stock ₹ 8000
 b. Depreciation on building 5% per year
 c. Outstanding wages ₹ 100
 d. Prepaid rent ₹ 100
17. Prepare subsidiary books of Vijaya pen Mart, Mangaluru.
- a) Purchased from Gokul Stores, Udupi
 100 pens @ ₹10 each less trade discount 10%
 100 sharpeners @ ₹ 5 each
 50 pencils @ ₹ 3 each
 150 books @ ₹ 50 each
- b) Sold to Nandan stores, Puthur.
 75 pens @ ₹ 10 each less trade discount
 25 sharpeners @ ₹ 5 each
 30 pencils @ ₹ 4 each
 1520 books @ ₹ 55 each

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c) Returned goods to Gokul Stores

10 pencils @ ₹ 3 each

5 books @ ₹ 50 each

d) Nandan stores returned goods

12 sharpeners @ ₹ 5 each

10 Books @ ₹ 55 each

10 pencils @ ₹ 4 each

18. From the following balance sheet as on 31st December, prepare cash flow statement

Liabilities	2019(₹)	2020 (₹)	Assets	2019(₹)	2020(₹)
Share Capital	3,60,000	3,20,000	Machinery	2,30,000	2,00,000
Reserves	26,000	20,000	Buildings	1,76,000	1,50,000
P/L A/C	1,34,000	1,04,000	Land	18,000	18,000
Debentures	64,000	70,000	Cash	32,000	42,000
Creditors	46,000	38,000	Debtors	38,000	38,000
Bills payable	4,000	5,000	Stock	62,000	42,000
Provision for taxation	20,000	17,000	Bills receivables	98,000	84,000
Total	6,54,000	5,74,000	Total	6,54,000	5,74,000

Additional information:

Tax paid ₹ 10,000

Dividend paid ₹ 5,000.

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19. Explain accounting concepts and conventions.

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CORPORATE ETHICS AND GOVERNANCE

Max.Marks:70

Time: 3 Hours

(5 × 2 = 10)

I Answer any FIVE of the following:

1. What are the main issues that are involved in environmental ethics?
2. List out the objectives of corporate social responsibility.
3. What constitutes good corporate governance?
4. What is more important: ethics or law? Justify.
5. List four code of ethics for business managers.
6. What are the ethical issues in human resource management?
7. What is the need for component governance in India?

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II Answer any FOUR of the following :

8. If you are a manager of the company how can you convince the CEO about CSR with moral arguments?
9. How can corporations meet the challenges of environmental degradation?
10. What is your opinion about the cultural clauses in business?
11. Explain the role of technology in ethics.
12. Explain the code of ethics.
13. Discuss in detail the causes for the corporate failure in the light of corporate governance.

(4 × 5 = 20)

III Answer any FOUR of the following :

14. Explain economic and learning model of consumer behaviour.
15. How can you distinguish governance from ethical governance? What lessons do we learn from the emergence of corporate governance code?
16. What are Threats? Explain the threats to ethics.
17. Discuss various models of corporate governance in the international context.
18. What are the different Board committees? Explain their responsibilities.
19. What is the need for corporate governance in India? Explain various committees and codes in corporate governance in India.

(4 × 10 = 40)

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INDUSTRIAL RELATIONS AND LABOUR LAWS

Time: 3 hrs.

Max Marks: 70

(5×2=10)

I. Answer any FIVE of the following.

1. What is code of discipline?
2. How has Industrial relations evolved over time?
3. Give a few welfare measures as per the Factories Act – 1948
4. List down a few challenges to Trade unions in India.
5. Which are the major social security measures as per law?
6. What are the subsystems of ILO?
7. Explain the terms "Living Wages" & "Fair Wages"

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II. Answer any FOUR of the following.

(4×5=20)

8. List out a few important provisions about Factories Act 1948.
9. Briefly explain the process of collective bargaining
10. Name a few causes of poor industrial relations in India
11. Discuss the procedure of fixing the minimum wages as per the Minimum Wages Act , 1948
12. Write a short note on Payment of Gratuity Act.
13. What are the functions of ILO?

III. Answer any FOUR of the following.

(4×10=40)

14. List out in brief the benefits that an employee can avail as per the ESI act
15. Discuss the employer's liability to pay compensation to the workman under the Workmen's Compensation Act, 1923
16. Enumerate the functions of Trade Union
17. What is Grievance Handling? Explain the steps in handling Grievances.
18. Define Industrial Relations. Explain the objectives of Industrial Relations
19. Explain the various machineries involved in the prevention and settlement of Industrial Disputes.