

**D-2365**

**Sub. Code**

**30811**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**First Semester**

**PRINCIPLES OF MANAGEMENT**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL questions.**

1. Define management.
2. What is meant by social responsibility in management?
3. Define mission and vision in management.
4. What is meant by span of control?
5. What is staffing?
6. What is innovation in management?
7. Define directing in management.
8. What is meant by coordination?
9. Define value-based management.
10. What is benchmarking?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the nature and scope of management.

Or

- (b) Describe the modern trends in management thought.

12. (a) Write a short note on planning and decision-making relationship.

Or

- (b) Distinguish between line and staff functions.

13. (a) Explain the process of recruitment and selection.

Or

- (b) Explain the concept and importance of motivation in an organization.

14. (a) Write a short note on transactional and transformational leadership.

Or

- (b) Explain the process of communication management.

15. (a) What is TQM? How is it different from Six Sigma?

Or

- (b) Discuss the role of organizational culture in promoting business ethics.

PART C — (3 × 10 = 30 marks)

Answer any **THREE** questions.

16. Explain the functions of management with suitable examples.
  17. Describe the planning process in detail with suitable examples.
  18. Explain the key elements of organizational structure with examples.
  19. Analyse the challenges and techniques of coordination in a large organization.
  20. Critically examine the role of the balanced scorecard as a performance measurement and strategic planning tool.
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**D-2366**

**Sub. Code**

**30812**

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.

First Semester

ORGANIZATIONAL BEHAVIOUR

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What are the elements of Organizational Behaviour?
2. Define personality.
3. Mention any two components of Emotional Intelligence.
4. Define power in an organization.
5. Name one technique to manage political behaviour.
6. What is stress in the workplace?
7. Define organizational culture.
8. What is non-verbal communication?
9. What is proactive change?
10. Define resistance to change.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the major challenges and opportunities in Organizational Behaviour.

Or

- (b) Discuss the development of attitudes and their components.

12. (a) Describe the impact of perception on individual behaviour.

Or

- (b) Explain the characteristics and types of power in organizations.

13. (a) Describe the contact process in organizations.

Or

- (b) Distinguish between organizational efficiency, effectiveness, and excellence.

14. (a) Write a short note on communication networks in organizations.

Or

- (b) Explain the essentials of interpersonal communication.

15. (a) Explain the nature and importance of organizational change.

Or

- (b) What are the main reasons for employee resistance to change? Explain.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Critically examine the elements and scope of organisational behaviour in the current business scenario.
  17. Analyse how emotional intelligence affects managerial decisions and team management.
  18. Explain how effective team formation and team work contribute to organizational success.
  19. Evaluate the impact of organizational climate on employee behaviour and performance.
  20. Analyse the behavioural challenges in managing cultural diversity and international differences.
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**D-2367**

**Sub. Code**

**30813**

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.

First Semester

HUMAN RESOURCE MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL questions.

1. State the nature of Human Resource Management.
2. What is HRM models?
3. What are the role of human resource manager?
4. What is Job analysis?
5. What is recruitment?
6. What is employee compensation?
7. What is performance appraisal?
8. What is job evaluation system?
9. What is industrial relations?
10. What is Personnel audit?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the scope of Human Resource Management.

Or

- (b) Describe the roles and responsibilities of human resource department.

12. (a) Explain the characteristics of human resource planning.

Or

- (b) Explain the various sources of recruitment.

13. (a) Write a short note on training and development.

Or

- (b) Explain the various methods of employee retention.

14. (a) Explain the MBO approach.

Or

- (b) Explain the causes and consequences of labour attrition.

15. (a) Discuss the various problems of Trade Unions.

Or

- (b) Explain the scope and importance of personnel audit.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Bring out the Evolution of Human Resource Management in India.
  17. Explain the support of computer application in Human Resource Management.
  18. Discuss the process of performance appraisal.
  19. Explain voluntary welfare measures with illustrations.
  20. Discuss the significance of social security measures for employees.
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**D-2368**

**Sub. Code**

**30814**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**First Semester**

**LABOUR LEGISLATIONS – I**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**SECTION A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. Define Factories.
2. Define Adult.
3. Define safety officers.
4. Define settlement.
5. What is illegal strike?
6. What do you mean by layoff?
7. Define employee contribution.
8. What is Provident fund?
9. Define inspectors.
10. Define contract labour.

SECTION B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Discuss the provisions relating to working hours under factories act 1948.

Or

- (b) Write a note on licensing and registration of Factories.

12. (a) Explain the employees liability for compensation.

Or

- (b) Describe the remedies of employees against stranger.

13. (a) Write a note on transfer and closure.

Or

- (b) Explain the conditions of service to remain and change under certain circumstances.

14. (a) Write a note on employees state insurance corporation.

Or

- (b) Discuss the functions of inspectors under ESI act 1948.

15. (a) Describe the appointment of inspectors and their duties under employee provident fund act 1952.

Or

- (b) Explain employee and employer relationship under CLR&AA act 1970.

SECTION C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain the provisions of health under factories act 1948.
  17. Discuss the amount of compensation under women's compensation act 1923.
  18. Critically analyse the powers and duties of authority under industrial dispute act 1947.
  19. Describe the provisions relating to registration of factories and establishments under as act 1948.
  20. Explain the provisions relating to transfer of accounts and liability in case of transfer of establishment exemption under EPF and MP act 1952.
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**D-2369**

**Sub. Code**

**30821**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**Second Semester**

**PUBLIC PERSONNEL ADMINISTRATION**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. Define public personal administration.
2. What is bureaucracy?
3. Define modern bureaucracy.
4. What is promotion?
5. What is career planning?
6. Expand UPSC.
7. Define recruitment.
8. What do you mean by change?
9. Define discipline.
10. List out any two recruitment benefits.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Discuss the significance of personnel administration.

Or

- (b) Explain the base of bureaucracy.

12. (a) Explain the implications of civil services.

Or

- (b) Explain the nature of recruitment.

13. (a) Write a note on UPSC, SPSC and SSC.

Or

- (b) Briefly explain personnel policy.

14. (a) Write a note on problems of recruitment.

Or

- (b) Describe the types of training.

15. (a) Describe the conduct and discipline concepts of civil servants.

Or

- (b) Explain importance of retirement benefits.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Describe importance and implication of civil service in the context of modern bureaucracy.
  17. Discuss the need and types of civil services in India.
  18. Write an essay on central and state training institutes in India.
  19. Explain the need and types of promotion.
  20. Critically analyses the rights of the civil.
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**D-2370**

**Sub. Code**

**30822**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**Second Semester**

**LABOUR LEGISLATIONS — II**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. What is bonus?
2. State any two Deductions from bonus.
3. What is allocable surplus?
4. Define gratuity.
5. Define wage period.
6. List out fines.
7. What is advisory boards?
8. Define penalties.
9. Who is certifying officer?
10. Define standing orders.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the eligibility for bonus.

Or

(b) Describe the adjustment of customary of interim bonus.

12. (a) Discuss the surplus calculation of direct tax payable by the employer.

Or

(b) State the objectives of payment of wages act.

13. (a) Discuss the provisions related to nomination under payment of gratuity act 1972.

Or

(b) Describe fixation of wage periods under payment of wages act 1936.

14. (a) Discuss the provisions related to maintenance of registers and records contracting act under minimum wage act 1948.

Or

(b) Write a note on fixing minimum rate of wages in certain employments.

15. (a) Explain the rights of trade unions.

Or

(b) Describe the power of certifying authorities under industrial employment (standing orders) act 1946.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain elaborately on deductions from bonus payable.
  17. Describe the determination and recovery of the amount of gratuity.
  18. Narrate an essay on provisions related to deductions and fines on payment of wages act 1936.
  19. Describe the power of appropriate government on offences and penalties under minimum wages act 1948.
  20. Explain the rights and liabilities of trade union.
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**D-2371**

**Sub. Code**

**30823**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**Second Semester**

**TRAINING AND DEVELOPMENT**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. What is HRD?
2. What is learning organization?
3. What is GST?
4. What is consolidation?
5. What is an Assessment Centre?
6. State the importance of employees training.
7. What is IRR?
8. State the purpose of a business game.
9. What is CSR?
10. What do you mean by training cost-benefit analysis?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Elaborate on the significance of HRD systems.

Or

- (b) Explain the various levels of training methods.

12. (a) Discuss the duties and responsibilities of training managers.

Or

- (b) Explain the activities involved in implementing Training programme.

13. (a) Discuss the limitations of the on-the-job training technique.

Or

- (b) Explain the salient features of CBA approach used in evaluating the training.

14. (a) Write a short note on nature of executive development.

Or

- (b) Explain the needs and objectives theories of learning.

15. (a) Differentiate between public and private sector organizations.

Or

- (b) Examine the criteria used for selecting trainers.

PART C — (3 × 10 = 30 marks)

Answer any **THREE** questions.

16. Describe the HRD Strategies development processes in Training and Development perspective.
  17. Explain the process of training need analysis and its importance.
  18. Discuss the theories of learning and its applications in Designing Training.
  19. Elaborate the skills and functions of trainers in training.
  20. Explain the salient features of Kirkpatrick's Four level approach used in Training Program evaluation.
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**D-2373**

**Sub. Code**

**30831**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**Third Semester**

**BUSINESS LAW**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. What is a contract?
2. How is acceptance of an offer communicated under contract law?
3. List the types of consideration in a contract.
4. What is a contract of indemnity?
5. Who is an unpaid seller under the Sale of Goods Act?
6. Mention any two important provisions of the Railways Act, 1989.
7. What is meant by material alteration in a legal document?
8. List the different types of insurance.
9. Who is eligible to become a partner in a partnership firm?
10. What are minutes of a meeting?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the rules relating to offer and acceptance under the Indian Contract Act.

Or

- (b) Define consent. When is consent said to be free under contract law?

12. (a) Explain the various modes of termination of bailment.

Or

- (b) Discuss the concept of transfer of property under the Sale of Goods Act.

13. (a) Highlight the key provisions of the Carriage by Air Act, 1972.

Or

- (b) Explain the essential features of a negotiable instrument under the Negotiable Instruments Act 1881.

14. (a) Elucidate the fundamental principles of life insurance.

Or

- (b) Describe the procedure involved in the formation of a partnership firm.

15. (a) List and explain the contents of a Memorandum of Association (MOA).

Or

- (b) Explain the purpose and legal requirements of a prospectus.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain in detail the essential elements of a valid contract.
  17. Differentiate between a partnership firm and a company with suitable examples
  18. Discuss the powers and duties of directors under the Companies Act.
  19. Explain the salient features and objectives of the Information Technology Act, 2000.
  20. Describe the important provisions and significance of the Right to Information Act, 2005.
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**D-2374**

**Sub. Code**

**30832**

**DISTANCE EDUCATION**

**M.A.(PM & IR) DEGREE EXAMINATION, MAY 2026.**

**Third Semester**

**MANAGEMENT INFORMATION SYSTEM**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. Define Enterprise Resource Planning (ERP).
2. What is a Value-Added Network (VAN)?
3. What is Executive Information System (EIS)?
4. Mention two recent developments in Information Technology.
5. Define Decision Support System (DSS).
6. Mention two advantages of communication networks.
7. What is Client/Server computing?
8. What is the meaning of system design?
9. What is system testing?
10. Define Local Area Network (LAN).

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the evolution of MIS.

Or

- (b) Describe the elements of MIS.

12. (a) Explain the use of MIS in decision making.

Or

- (b) What are the merits and demerits of DSS?

13. (a) Explain MIS for marketing function.

Or

- (b) Explain MIS for finance function.

14. (a) Explain Client/Server computing.

Or

- (b) What is EDI and its application?

15. (a) Explain facility and procedural control in IS.

Or

- (b) What are the risks to online operations?

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain the components of an Information System and the activities involved in it.
17. Explain ERP systems and their integration with inter-organizational information systems and value-added networks.

18. Discuss the ethical and security challenges faced in MIS implementation.
  19. Explain the use of internet, electronic bulletin boards, and interactive video in enhancing communication through MIS.
  20. What is global information technology management? How is it integrated with Supply Chain Management?
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**D-2375**

**Sub. Code**

**30833**

DISTANCE EDUCATION

M.A.(PM & IR) DEGREE EXAMINATION, MAY 2026.

Third Semester

INDUSTRIAL RELATION MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define ergonomics.
2. What is personnel counseling?
3. Mention two means of upward communication in an organization.
4. What is social assistance?
5. Name two challenges faced by female labour.
6. What is NGC in the context of social development?
7. Define contract labour.
8. What do you mean by social security?
9. What is BPO labour? Mention one concern related to it.
10. Define damage control system.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Write a short note on the salient features of the Constitution of India.

Or

- (b) Discuss the role of Directive Principles in labour legislation.

12. (a) Explain the objectives of trade unions.

Or

- (b) Briefly describe the phases of the Indian labour movement.

13. (a) What are the causes of strikes and lockouts?

Or

- (b) Mention the main features of a wage board.

14. (a) What is workers' participation in management? Mention its benefits.

Or

- (b) Write a short note on the grievance redressal procedure in industries.

15. (a) Evaluate the success of employee education and social development schemes in the public sector.

Or

- (b) Analyze the challenges in implementing skill development programs for agricultural and construction labour.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Critically evaluate the role of government, employers, and trade unions in maintaining industrial relations.
  17. Discuss the process and problems of collective bargaining in India.
  18. Explain the structure and functions of industrial relations machinery in India.
  19. Describe the evolution of trade unionism in India. What are the major central trade union organizations?
  20. Analyze employee communication systems like house journals, suggestion schemes, and notice boards in industrial settings.
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**D-2376**

**Sub. Code**

**30834**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026.**

**Third Semester**

**PRINCIPLES OF ECONOMICS**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. Why is it important to study economics?
2. Define indifference curves.
3. Explain demand analysis.
4. List the primary factors of production.
5. What is meant by private cost?
6. Explain the concept of opportunity cost with a suitable example.
7. Differentiate between risk and uncertainty.
8. Mention any two disadvantages of monopoly.
9. What is meant by collective bargaining?
10. Briefly explain the concept of circular flow of income.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the concepts of marginalism and incrementalism in managerial economics.

Or

- (b) What are market forces? How do they contribute to achieving market equilibrium?

12. (a) Explain the cardinal utility approach to consumer behaviour.

Or

- (b) Enumerate income elasticity of demand.

13. (a) Explain the law of variable proportion with the help of a diagram.

Or

- (b) Differentiate between short-run cost and long-run cost with suitable examples.

14. (a) Describe the different types of market structures with appropriate examples.

Or

- (b) Explain how prices are determined under monopolistic competition.

15. (a) Discuss the marginal productivity theory of wages.

Or

- (b) Define national income. Briefly explain the key concepts related to national income.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Discuss the techniques used in the Time Value of Money
  17. State and explain the Law of Diminishing Marginal Utility and the Law of Equi-Marginal Utility.
  18. Explain the Law of Demand. Illustrate it with a demand curve.
  19. Explain the concept of equilibrium of industry under perfect competition.
  20. Define and differentiate between oligopoly, duopoly, and bilateral monopoly with examples.
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**D-2377**

**Sub. Code**

**30841**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026**

**Fourth Semester**

**COMPENSATION MANAGEMENT**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. Define compensation.
2. What do you mean by the term salary?
3. Define Trade union.
4. Define revising pay.
5. List out any two incentive plan.
6. Define profit sharing.
7. What is KPP?
8. What do you mean by promotion?
9. Define wage.
10. What is executive compensation?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Discuss on wage structure.

Or

- (b) Explain basic kinds of wage plans.

12. (a) Explain the impact of job factors on wage fixation.

Or

- (b) Discuss on surveying pay and compensation practices.

13. (a) Explain various types of incentive plans.

Or

- (b) Give brief account on Fringe benefits.

14. (a) Explain the implications of performance measurement.

Or

- (b) Give short note on KPP.

15. (a) Elaborate the current trends in international compensation.

Or

- (b) Explain various types of wage incentive plans.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Narrate an essay on factors influencing wage and salary.

17. Write an essay on components of compensation.

18. Explain principles and process of job evaluation programmes.
  19. Explain classification of rewards.
  20. Discuss the key provisions of payment of wages act 1936.
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**D-2378**

**Sub. Code**

**30842**

**DISTANCE EDUCATION**

**M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026**

**Fourth Semester**

**GLOBAL HUMAN RESOURCE MANAGEMENT**

**(CBCS 2018 – 2019 Academic Year Onwards)**

**Time : Three hours**

**Maximum : 75 marks**

**PART A — (10 × 2 = 20 marks)**

**Answer ALL the questions.**

1. What is International Human Resource Management?
2. What is training?
3. What do you mean by global placement?
4. Define integration in global HR.
5. Define performance-based wage.
6. Define training and development.
7. What do you mean by tailor-made training?
8. Define cultural assimilation.
9. Define union tactics.
10. Define employer-employee relationship.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the nature of International Human Resource Management.

Or

- (b) Briefly explain the meaning of training in HRM.

12. (a) Explain global HR recruitment with examples.

Or

- (b) Describe the importance of proper selection in global HR.

13. (a) Briefly explain the process of HR integration.

Or

- (b) Explain cross-cultural diversity in global HR.

14. (a) Describe indirect compensation with examples.

Or

- (b) Explain pay-for-performance in simple terms.

15. (a) Explain compensation structure in MNCs.

Or

- (b) Describe the importance of training in international HR.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Describe the meaning of integration in HRM.

17. Describe the role of nationality in recruitment and selection.

18. Describe the need for careful planning in global placements.
  19. Describe HR relations in the international area.
  20. Explain the US approach to labour relations.
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**D-2379**

**Sub. Code**

**30843**

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026

Fourth Semester

EMOTIONAL COMPETENCE

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define emotion.
2. What is emotional intelligence?
3. Define social competence.
4. What do you mean by self-worth?
5. Define career planning.
6. What is mutual trust?
7. Define self-confidence.
8. What is leadership?
9. Define collaboration.
10. What is employee involvement?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Describe various types of emotions.

Or

- (b) Write a note on personal competence.

12. (a) Explain the source of gut feeling.

Or

- (b) How to develop self-forth and capabilities?

13. (a) Discuss on trustworthiness and consciousness.

Or

- (b) Give short note on mutual trust.

14. (a) Discuss the role of empathy in social competence.

Or

- (b) Explain art of influence with suitable example.

15. (a) Compare and contrast group and team.

Or

- (b) Explain managing change and time management.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain elaborately on knowing ones in a resource with illustration.

17. Write an essay on emotional competence and its types.

18. Write a note on achievement drive and commitment.
19. Explain in detail on performance evaluation, job enrichment, and job enlargement.
20. Describe stress management guidelines for learning emotion.

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**D-2380**

**Sub. Code**

**30844**

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, MAY 2026

Fourth Semester

ORGANIZATIONAL DEVELOPMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define Organisational Development (OD).
2. What are Organisational Development interventions?
3. What is the maintenance component in Organisational Development?
4. What is action research?
5. Define Organisational Development diagnosis.
6. State one implication of using interpersonal interventions.
7. What is meant by Total Quality Management (TQM)?
8. Define organizational performance.

9. What are structural interventions in Organisational Development?
10. Name the few Indian companies that adopted Organisational Development successfully.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the concept and nature of Organisational Development.

Or

- (b) Describe the operational components of Organisational Development.

12. (a) Explain the diagnostic and action components in Organisational Development.

Or

- (b) Outline the history and development of action research as a process in Organisational Development.

13. (a) Write a short note on the varieties or types of action research.

Or

- (b) Differentiate between team interventions and intergroup interventions.

14. (a) Explain the role of MBO in organizational development.

Or

- (b) Write a short note on Quality of Work Life (QWL) and its components.

15. (a) Explain key considerations and challenges in Organisational Development implementation.

Or

- (b) What are the major models of planned change in Organisational Development?

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Discuss the various types of Organisational Development interventions and their relevance to organizational effectiveness.
17. Discuss the Gestalt approach to team building and its significance in Organisational Development.
18. Discuss the implications of action research for long-term organizational change and development.
19. Examine the causes of failure in Organisational Development implementation and suggest preventive strategies.
20. Evaluate the role and impact of structural and comprehensive interventions in large-scale organizational change.
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