

COMBINED COMPETITIVE EXAMINATION (MAIN)

COMMERCE AND ACCOUNTANCY

Paper—II

Time : 3 hours

Full Marks : 200

- Note :** (1) *The figures in the right-hand margin indicate full marks for the questions.*
(2) *Attempt five questions in all.*
(3) *Question No. 1 is compulsory.*

1. Answer any ten of the following questions :

4×10=40

- (a) What is an organization?
- (b) What is span of management?
- (c) What is fair wage?
- (d) What is decentralization of power?
- (e) What is transactional analysis?
- (f) What is bonus?
- (g) What do you mean by productivity bargaining?
- (h) What is managerial grid?
- (i) What are various sources of power?
- (j) What is industrial relation?
- (k) What is line organization?
- (l) What do mean by hierarchy of needs?

2. Answer any eight of the following questions :

5×8=40

- (a) What is bounded rationality?
- (b) What is MBO?
- (c) What is self-actualization?

- (d) What is wage structure?
- (e) What is unity of command?
- (f) List out five rights of workers.
- (g) What is 360 degree management?
- (h) What is the role of control in an organization?
- (i) What is organizational change?
- (j) What is productivity?

3. Answer any *five* of the following questions :

8×5=40

- (a) What rights do the trade unions in India enjoy?
- (b) Highlight the main characteristics of Indian labour.
- (c) Why is retention of employees important?
- (d) What are the main characteristics of bureaucracy?
- (e) What is path goal theory of leadership?
- (f) What are the financial and social consequences of a strike?
- (g) How is matrix structure different from other structures?

4. Answer any *four* of the following questions :

10×4=40

- (a) What are the problems Indian trade unions facing?
- (b) What are the adverse effects of absenteeism? How can it be controlled?
- (c) Discuss the role of India in ILO.
- (d) What are the resolution mechanisms of industrial disputes?
- (e) "Workers' participation enhances efficiency." Do you agree? Elaborate.
- (f) Distinguish between line and staff structures and highlight their utility.

5. Answer any *four* of the following questions : 10×4=40
- (a) Explain the criteria of wage in detail.
 - (b) Why are wage differentials necessary? Do they contribute to the growth of a firm?
 - (c) What are the principles to be followed while differentiating wages?
 - (d) How can the management prevent disputes in an industry?
 - (e) "Trade unions hamper industrial climate." Give your view.
 - (f) Why does not self-motivation always work in an organization? Elaborate.
6. Answer any *two* of the following questions : 20×2=40
- (a) Explain, in detail, Vroom's of expectancy theory. How is it relevant in present context?
 - (b) Explain various causes of grievances among workers. How can they be handled?
 - (c) Discuss Max Weber's theory of bureaucracy.
7. Answer any *two* of the following questions : 20×2=40
- (a) How does professional management vary from family management? Do they have impact on organizational culture? Discuss in detail.
 - (b) Discuss, in detail, the contribution of Hawthorne experiment.
 - (c) What is organization culture? How is it created and sustained? Explain.
8. Answer any *two* of the following questions : 20×2=40
- (a) Briefly discuss the trade union movement in India, its growth and present status.
 - (b) "Power derived from the division of labour that occurs as task specialization is implemented in organizations." Elaborate your argument in support of this statement.
 - (c) Write a note on industrial relations in public enterprises of India.

9. Elaborate the concept of organization and discuss the chronological development of organizational theories. 40
10. What are various objectives of collective bargaining from unions' points of view and from the points of view of management? What steps the management should follow for negotiations? 40
