

1(CCE.M)3

Commerce and Accountancy–II

(07)

Time : Three Hours]

[Maximum Marks : 300

INSTRUCTIONS

- (i) Answers must be written in English.
- (ii) The number of marks carried by each question is indicated at the end of the question.
- (iii) The answer to each question or part thereof should begin on a fresh page.
- (iv) Your answer should be precise and coherent.
- (v) The part/parts of the same question must be answered together and should not be interposed between answers to other questions.
- (vi) Candidates should attempt question nos. **1** and **6** which are compulsory and any **four** more questions selecting at least **two** from each Part.
- (vii) If you encounter any typographical error, please read it as it appears in the text-book.
- (viii) Candidates are in their own interest advised to go through the General Instructions on the back side of the title page of the Answer Script for strict adherence.
- (ix) No continuation sheets shall be provided to any candidate under any circumstances.

- (x) Candidates shall put a cross (x) on blank pages of Answer Script.
- (xi) No blank page be left in between answer to various questions.
- (xii) No programmable Calculator is allowed.
- (xiii) No stencil (with different markings) is allowed.

PART-A

1. (a) Define nature, concept and goals of an organisation. 30
- (b) Define Line and Staff organisation. State types of staff. Give briefly the advantages and disadvantages of line and staff organisation. 30
- (c) What is committee form of organisation ? State its advantages and disadvantages. 30
2. (a) Give the meaning of organisational goals. Mention the importance of organisational goals and factors affecting goals. 15
- (b) Is the Business Organisation a Science or an Art ? Give a brief sketch of classical organisation theory. 15
3. (a) 'Organisational behaviour is a dynamic system'. Comment. 15
- (b) Explain the Maslow's need hierarchy theory of motivation. 15
4. (a) What is Departmentalisation ? Give Taylor's principles and elements of Scientific Management. 15
- (b) Why is Elton Mayo called the father of human relations movement ? Give Mayo's contribution to Management thought. 15

5. (a) Define Leadership. What are the functions of leadership ? Is there any importance of leadership in Management ? 15
- (b) What is perception ? Give the factors influencing the perceptual set. 15

PART-B

6. (a) Define Trade Union. What are the Needs for Trade Union ? State any three approaches to Trade Unionism. 30
- (b) State difficulties and principal drawbacks of the Trade Union Movement in India. 30
- (c) Mention employees dissatisfactions. 30
7. (a) What is collective bargaining ? State characteristics of collective bargaining. What are the conditions for the success of collective bargaining ? 15
- (b) What are the Neo-Classical Modern theories of wages ? Explain any three of them. 15
8. Explain the term incentive. What are the different types of incentives ? Give merits and demerits of incentive scheme. 30
9. What are the causes of poor industrial relations in the public sector ? Discuss the existing machinery for the settlement of disputes in public sector. 30
10. Write short notes on any **three** :
 - (a) Causes of Labour Turnover. 10
 - (b) Pre-requisites necessary for the success of schemes of workers participation. 10
 - (c) Causes of Industrial Disputes. 10
 - (d) Aims and objectives of I.L.O. 10
 - (e) Contribution of Keynes to wage theory. 10