

This question paper contains 4 printed pages]

Code No. : 07(II) Roll No.

0(CCEM)9

COMMERCE AND ACCOUNTANCY

Paper : II

Time Allowed : 3 hours]

[Maximum Marks : 300

- Note :**
- (i) *Answers must be written in English.*
 - (ii) *Number of marks carried by each question are indicated at the end of the question.*
 - (iii) *Part/Parts of the same question must be answered together and should not be interposed between answers to other questions.*
 - (iv) *The answer to each question or part thereof should begin on a fresh page.*
 - (v) *Your answers should be precise and coherent.*
 - (vi) *Candidates should attempt Q. No. 1 and 6 which are compulsory and any six out of the remaining questions, selecting at least three question from each Section.*

P. T. O.

SECTION – A

1. (a) What are the key factors in designing an Organizational Structure ? Discuss the features and weaknesses of functional Organizational Structure. 20
- (b) Compare Line, functional and Line and staff organization. Which of these will be appropriate for a large organization ? 20
- (c) Define a matrix organization. Trace out its main functions and demerits. 20
2. (a) Describe System Theory of Management. How far it is an improvement over classical and Neo-classical theories of management ? 15
- (b) Critically examine, why power is important for an organization ? 15
3. (a) Trace out the Model of Perceptual Process. 15
- (b) Discuss the importance of Herzberg's Theory of motivation in an organization. 15
4. (a) Elaborate the causes of low morale of an employee. What are the warning signs of low morale ? 15
- (b) "Behavioural theories of Leadership are Static." Do you agree or disagree ? 15

5. (a) Differentiate between external forces and internal forces that induce change in the organization and what can be different human reactions to organizational change ? 15
- (b) Explain the different techniques of organizational development and How you as, an HRD Manager would make organizational development programme more effective ? 15

SECTION – B

6. (a) Discuss the present position of industrial relations in India. In your opinion, what steps should be taken to improve it ? 20
- (b) Why do workers join trade unions ? Discuss and analyse the objects of trade unions. 20
- (c) Explain the machinery for prevention and settlement of industrial disputes in India. 20
7. (a) Discuss the need and importance of workers' participation in management in the present scenario of Industry. 15
- (b) What obstacles restrict the growth of collective bargaining in India ? Suggest measures for improving the effectiveness of collective bargaining. 15
8. Critically examine the causes for absenteeism and turnover in Indian Industries. 30

9. Discuss the procedure for conducting human resource audit. What are the contents of a personal audit report? 30
10. Write notes on any *three* :
- (a) Working of ILO 10
 - (b) Executive Development Programme 10
 - (c) Present wage policy of India 10
 - (d) Theories of Unionism 10
 - (e) Calculations of Bonus in Industries 10