

8. a) 'Collective bargaining is important to both employers and employees.' Do you agree? Give reasons. (15)
- b) Discuss the various modes of workers' participation in management. (15)
9. Write short notes on the following:
- a) Voluntary arbitration. (15)
- b) Adjudication (Compulsory arbitration) (15)
10. 'Absenteeism and labour turnover are the two most important problems in modern industry.' Explain this statement and suggest measures to deal with these problems. (30)

⊖ ⊖ ⊖

1(CCE-M)6

COMMERCE AND ACCOUNTANCY - II

[07]

Time Allowed -3 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 there of 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 questions from each Part.
- vii) If you encounter any typographical error, please read it as it appears in the textbook.
- 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.*
- xiv) *In no circumstances help of scribe will be allowed.*

PART-A

1. a) How can the systems perspective help you better understand organizations? (30)
 - b) What is motivation? Explain Herzberg's Two-Factor Theory and differentiate it from Maslow's Theory of Need Hierarchy. (30)
 - c) What are the reasons for human resistance to change? Explain the strategies to overcome resistance to change. (30)
2. Write short notes on:
 - a) Transformational versus Transactional Leadership (15)
 - b) Causes of inter-group conflicts (15)

3. a) What is a matrix structure of an organisation? What are its strengths and weaknesses? (15)
- b) Distinguish between goal succession and goal displacement. (15)
4. a) Define power. What are the various bases of power? (15)
- b) Identify the leadership styles describing the situations under which each style is useful. (15)
5. a) Describe the nature and significance of organisational culture. (15)
- b) What is functional organisation? What are its limitations? (15)

PART-B

6. a) Explain the concept and objective of industrial relations. What is the significance of good industrial relations? (30)
- b) What preventive steps should be taken so that industrial disputes do not take place? (30)
- c) Write a brief history of Indian trade union movement. (30)
7. a) What is the role of personnel department in the organisation? (15)
- b) Write a brief note on personnel research. (15)