

COMMERCE & ACCOUNTANCY

Paper—II

Time—Three Hours

Full Marks—300

*Candidates should attempt Question No. 1 from Section-A and Question No. 5 from Section-B which are compulsory, and any **THREE** of the remaining questions, selecting at least **ONE** from each Section. All questions carry equal marks.*

SECTION—A

1. Write short notes on any **THREE** of the following in about 200 words each :— 20×3=60
 - (a) Line and Staff
 - (b) Styles of Leadership
 - (c) Professional Management
 - (d) Organisation Structure.
2. Enumerate the evolution of different organisation theories and explain their application in managerial decision making. 60

3. What do you understand by the terms 'Motivation' and 'Motivators' ? Explain the Maslow's Hierarchy of Needs. 60
4. Explain the concept of conflicts in organisation. Which type of conflicts are present in an organisation and how they can be overpowered ? 60

SECTION—B

5. Write notes on any **THREE** of the following in about 200 words each :— $20 \times 3 = 60$
 - (a) Workers' participation in management.
 - (b) Training and Development.
 - (c) Methods of controlling labour turnover.
 - (d) Determinants of Wage Policy.
6. "Rapid industrialization in India is heavily dependent on harmonious industrial relations." Discuss. What steps need to be taken to improve the industrial relation scenario in India ? 60
7. Discuss in detail the process and different methods of performance appraisal. 60
8. Discuss the essential features of a good remuneration and incentive scheme. 60