

BSR/18/15

2016

COMMERCE AND ACCOUNTANCY

SECOND PAPER

Full Marks : 200

Time : 3 hours

*The figures in the margin indicate full marks  
for the questions*

PART—A

Answer any **eight** questions in about  
250 words each

1. What is meant by functional organization?  
Describe its merits and demerits. How can it  
be made success? 4+12+4=20
2. What is meant by role conflict? What are the  
causes of role conflict? Discuss the methods  
to avoid such conflict. 6+8+6=20
3. What do you mean by industrial relation?  
State the factors affecting industrial relation.  
What are the prerequisites for successful  
industrial relation programme? 4+8+8=20

T16/101

( Turn Over )

4. Why do we need informal organization? How does informal organization affect the functioning of formal organization? 10+10=20
5. What is industrial dispute? What are the essentials of a dispute to become an industrial dispute? Discuss the impact of industrial disputes. 4+8+8=20
6. State the characteristics of classical organization theory. Discuss the relationship between scientific management and administrative management approaches of classical organization theory. 8+12=20
7. Explain the concept of workers' participation in management. State the factors that influence the need for workers' participation in management realised by the employer. Enumerate also the objectives of workers' participation in management. 4+8+8=20
8. What is 'organization environment'? How is it relevant for organization structure? 10+10=20
9. Explain the essential conditions for the success of 'collective bargaining'. What functions are to be performed under the collective bargaining in preventing and settling industrial dispute and maintaining industrial peace? 10+10=20

( 3 )

10. What do you understand by recognition of Trade Unions? What are the privileges conferred on registered and recognised Trade Unions?  $10+10=20$
11. State the main objectives behind State regulation of wages. Discuss the principles to be followed in wage administration.  $10+10=20$
12. Write short notes on the following :  $5 \times 4 = 20$
- (a) Organizational development
  - (b) Line and staff relationship
  - (c) Varoom's expectancy theory of motivation
  - (d) Public sector undertakings

PART—B

Answer **any five** questions in about  
150 words each

13. Define morale. Describe the factors affecting morale.  $4+4=8$
14. What is goal succession? Under what circumstances it may take place?  $3+5=8$

T16/101

( Turn Over )

15. "Planning without control is meaningless and control without planning is a waste." Discuss. 8
16. Explain how motivation may affect the behaviour in a organization. 8
17. Explain the functions of Trade Union in India. 8
18. What are the causes of absenteeism in industry? 8
19. Discuss the situations under which project organization is suitable. 8
20. State the provisions on minimum and maximum bonus under the Payment of Bonus Act, 1965. 8

\*\*\*