

COMMERCE AND ACCOUNTANCY

102

SECOND PAPER

Full Marks : 200

Time : 3 hours

*The questions are of equal value**Answer any five questions*

1. Explain the principal contribution of F. W. Taylor and Henry Fayol in the field of management.
2. Outline the rationale for worker's participation in management. Discuss the issues involved in participative forums in India.

Or

Review the schemes of worker's participation in management in India and outline the pre-conditions for their success.

3. Why collective bargaining has not made that much headway in India as in some other countries? What steps will you suggest for its promotion in the light of the recommendations of National Commission on Labour?

Or

Discuss the role of Trade Union as employee's educator and development of organisation. In this connection, review the problems of Trade Unions in India.

4. Explain Maslow's and Hergberg's theories of motivation and distinguish between motivation and morale.
5. Discuss various strategies used in implementing organisation change in the context of a large public sector manufacturing organisation.
6. Discuss the relevance and scope of application of Line and Staff organisation for successful functioning of an organisation. Also explain the concept of team-based structure organisation.

Or

"Authority can be delegated, but accountability cannot be delegated." Comment on this statement and also highlight the advantages and disadvantages of delegation principle.

7. What are the strengths and weaknesses of traditional organisation design? Also compare and contrast a matrix structure and a project structure.

(3)

Or

What are the implications of theories X and Y for motivational practices? Also discuss the three needs isolated by McClelland in his need achievement theory of motivation.

8. Discuss the scope of Industrial Relation. How is it different from Labour-Management relation? Also state the essence of sociological theory of industrial relation.

Or

Distinguish between the Gandhian approach of Trade Union with that of the approach of Karl Marx. What should be the ideal role of a trade union in the context of current industrial scenario of India?

9. State the adjudicating and conciliatory machineries under the Industrial Disputes Act, 1947 for settlement of disputes. Also state the role of the preventive machineries that are functioning in India for prevention of disputes.

Or

State the procedure followed in India for fixation of wages of various categories of workers. Also state the main components of wage policy of the Government.

10. Write short notes on any *two* of the following :

- (a) Absenteeism and Labour Turnover
- (b) Workers' Participation in Management
- (c) Bonus Fixation Methods in India
- (d) Central Board of Workers' Education in India
