

IAS Mains Commerce 1995

Paper II

Section A

1. Write notes on any three of the following about 200 words on each:
 - a. Features of Organisation
 - b. Bases of Power
 - c. Perceptual Process
 - d. Likens Linking Pin Model
2. What are the functions and limitations of Informal Organisation? In your opinion, can its behaviour be influenced? If so, how? Give examples
3. Discuss the Organisation Behaviour as a dynamic system. Identify its subsystems and complex interrelationships among them. Establish the need to apply this knowledge for the benefit of Indian enterprises.
4. Explain the contributions of Simon and March to Organisation Theory. Elucidate the characteristic of rationality and its importance in the analysis of human behaviour. How is this aspect practiced in the Indian management processes?

Section B

5. Write notes on any three of the following in about 200 words on each
 - a. Indian Industrial Relations
 - b. National Wage Policy
 - c. Training Methods for Operatives
 - d. Personnel Audit.
6. Is there any influence of International Labour Organisation over the development of Indian Industrial Relations? Evaluate. Examine the prospects of introducing modernisation in this field.
7. What is Bonus? How could it become critical in maintaining smooth industrial relationship between the management and the employees? What are your suggestions to improve the employer-employee relationships?
8. Discuss the steps to be taken to settle industrial disputes speedily and amicably. By this process, is it possible to maintain united and contented labour force? Examine whether such a force can meet the changes taking place in the country at present.