

IAS Mains Commerce 1996

Paper II

Section A

1. Write short notes on any three of the following in not more than 200 words each:
 - a. Significance of Organisation
 - b. Goal succession
 - c. Management of conflicts
 - d. Vrooms Valency & Expectancy Theory
2. Describe the contributions of Taylor and Taylor to the Development of Organisation theory. What are the criticisms made on their work? Do you agree with them? Substantiate your argument with examples.
3. What is the importance of Leadership? Describe its various styles. Discuss their relative merits and demerits.
4. Define organisation development. What are its characteristics and limitations? How is it different from organisation growth? Give examples.

Section B

5. Write short notes on any three of the following in not more than 200 words each:
 - a. Economic satisfaction of workers
 - b. Importance of International Labour Organisation (ILO)
 - c. Workers participation in Management at present
 - d. Executive development
6. Examine the functions of Trade Unions relating to an Industrial Organisation and evaluate their effectiveness. Discuss how Trade Unions can strengthen the organisation to meet the stiff competition existing in the market. Illustrate.
7. Explain the process of collective bargaining including the conditions essential for its success. What are its limitations? Discuss how you propose to overcome them in the present dynamic business environment. Give examples.
8. What is personnel research? For this purpose, explain the essentials of effective record-keeping. Give a brief account of personnel research in India along with an assessment of future research needs.