

# IAS Mains Commerce 1999

## Paper-II

Candidates should attempt Questions 1 and 5 which are compulsory and any three of the remaining questions selecting at least one question from each Section. All questions carry equal marks.

### Section A

1. Write notes on any three of the following in about 200 words each:
  - a. Structure of formal organisation
  - b. Multiple goals
  - c. Limits on rationality
  - d. Models of motivation
2. What do you understand by the concept of “Organisation Behaviour” Explain its nature as a dynamic one. Illustrate it.
3. Examine the role played by “Status System” in industrial organisation. Identify the problems and suggest remedies to make the system functional.
4. Define power. Describe the bases of power. Explain their influence on behaviour in the organisation.

### Section B

5. Write notes on any three of the following in about 200 words on each:
  - i. Scope of industrial relations
  - ii. Stages of commitment of industrial labour
  - iii. Compulsory adjudication
  - iv. Sources of industrial disputes
6. Evaluate the present approach and attitude of managements in industry towards trade union movement. Suggest ways and means for achieving mutual understanding between the parties for a positive result.
7. Why do industrial workers and managements resort to strikes and lockouts Is there any logical approach to minimise these in India Discuss.
8. What are the objectives of ILO Explain its contribution towards India and its labour policies.