

IAS Mains Commerce 1994

Paper II

Section A

1. Write notes on any three of the following in not more than 200 words each:
 - a. Classical Theory of Organization
 - b. Transactional Analysis and Interpersonal Communication.
 - c. Line and Line and Staff Structures Diagrammatic presentation, advantages and limitations.
 - d. Leadership styles in Indian Management Structure
2. What is morale? How is it measured? Discuss the nature of relationship between morale, productivity, absenteeism and turnover What should an Indian manager do to build high morale in the department?
3. Discuss the causes of change. Why is change often resisted? Discuss the process of change accommodation. What should a manager do to accommodate change in Ins department?
4. Discuss Maslows Approach to Motivation. What are its implications to a manager in motivating his subordinates

Section B

5. Write notes on any three of the following in not more than 200 words each:
 - a. Problems of Unionism in India
 - b. Personnel Research Methods
 - c. Methods of State Regulation of Wages
 - d. Point System Method of determining Relative Wages and Wage Differentials.
6. Discuss the objectives of Executive Development . Recommend methods for developing Decision Making Skills, Interpersonal Skills and Job Knowledge of a group of executives who have joined their jobs for the first time.
7. A present, the Industrial relations situation is not congenial in public enterprises. Critically evaluate the statement. Bring out its causes and effects.
8. Discuss critically the measures for the prevention and settlement of industrial disputes. What will you recommend for the promotion of greater harmony between labour and management?