

IAS Mains Commerce 1988

Paper II

Section A

1. Write notes on any three of the following in not more than 200 words on each:
 - a. Goals of an organisation
 - b. Maslows need hierarchy
 - c. Organisational climate
 - d. Formal and informal organisation.
2. The classical organisation structure inhibits productivity and is unable to accommodate the change that is characteristic of modern organisations. In view of this statement, explain how a behavioural model overcomes such objection to the classical organization structure.
3. There is nothing like the best type of leader. Instead, a proper match between the leader and the situation will result in leadership effectiveness. Evaluate the statement.
4. What is Conflict Management? Explain how organisational conflict, if properly managed, can led to a vitalised and productive organisational system.

Section B

5. Write notes on any three of the following is not more than 200 words on each?
 - a. Absenteeism in Indian industry
 - b. Concept of industrial relations
 - c. Workers participation in management
 - d. National wage policy.
6. Examine the main characteristics, concept and importance of collective bargaining with reference to Indian industry.
7. Identify the principal personnel functions that must be attended to at present, given the importance attached to human Resources Development by the Government in our country.
8. Discuss the role played by the I. L. O. in preserving peace and security among industrial labour.