

IAS Mains Commerce 1992

Paper II

Section A

1. Write notes on any three of the following in not more than 200 words on each:
 - a. Transactional Analysis
 - b. Line and staff functions in an organisation
 - c. Functional and dysfunctional aspects of informal groups in organisations
 - d. The concept of work culture in organisations.
2. Discuss the basic features of an organisation as a system and producer arguments in favour of the proposition that an organisation is an open system striving for closure.
3. Critically examine Herzbergs motivation-Hygiene theory and bring out its relationship, if any, with Maslows hierarchy of needs.
4. Conflicts in organisations are not necessarily dysfunctional: Examine the implication of the above statement. Briefly discuss different methods for the resolution of conflicts in organisations.

Section B

5. Write notes on any three of the following in not more than 200 words on each:
 - a. Prerequisites for successful Collective Bargaining
 - b. Labour Turnover-its measurement and cost
 - c. Role of outside leadership in Indian Trade Union Movement
 - d. Programme of workers education in India.
6. Distinguish between a grievance and a dispute and examine the efficacy of the Industrial Disputes Act, 1947 as a legislative measure for the prevention and settlement of Industrial Disputes in India.
7. What do you understand by Industrial Relations System? State with reasons the indicators that you would rely upon in assessing the prevailing state of industrial relations in a manufacturing enterprise.
8. Examine the factors that should be taken into account in formulating a national wage policy. What according to you, are the major impediments to the evolution of a national wage policy in India.