

# IAS Mains Commerce 1993

## Paper II

### Section A

1. Write notes on any three of the following in not more than 200 words on each:
  - a. Project organisation
  - b. Porter and lawler model of motivation
  - c. Managerial Grid
  - d. Management by objective
2. Distinguish between goal displacement and goal succession and explain how environmental factors influence goal-setting in an organisation.
3. Give the objectives of planned change and discuss fully the process of organisational change.
4. State the assumptions about people on which classical and neoclassical theories of organisation are based and explain the limitations of the neo-classical theory in the context of modern approach to organisation.

### Section B

5. Write notes on any three of the following in not more than 200 words on each:
  - a. Personnel Research
  - b. Model grievance procedure
  - c. Wage differentials
  - d. Workers education in India.
6. Discuss the structure of trade unions in India and examine its effects on trade union functioning.
7. Argue the case for workers participation in management and explain why it has not made much headway in India.
8. Critically review the machinery set up under the Industrial Disputes Act, 1947, for settlement of industrial disputes in India. Is it conducive for promoting industrial peace?