

IAS Mains Commerce 2002

Paper II

Section A

1. Write notes on any THREE of the following in about 200 words each: ($20 \times 3 = 60$)
 - a. Informal organisation
 - b. Personal and organisational goals
 - c. Motivation
 - d. Organisational effectiveness
2. What do you understand by system? Distinguish between open system and closed systems. Which system is more appropriate for business and for government organisations? Why? Discuss (60).
3. Organisational structure refers to the way in which an organisation activities are divided, grouped and coordinated into relationships between managers and employees, managers and managers, and employees and employees. Discuss (60).
4. Explain the contributions of Robert Blake and Jane Mouten, Paul Hersey and Kenneth Blanchard, and Robert Thnennenbaum and Warren H. Schmidt to the Theory of Leader ship (60).

Section B

5. Write notes on any THREE of the following in about 200 words each: ($20 \times 3 = 60$)
 - a. Wage Policy in India
 - b. Characteristics of Indian Labour
 - c. Absenteeism among Indian Labour
 - d. Role of personnel department in an organisation.
6. What is meant by industrial relations? Explain the nature and scope of industrial relations system in India in the context of globalisation (60).
7. Discuss the problems of trade union movement in India. Examine why Indian Trade Unions are dominated by outside leadership (60)?
8. Real collective bargaining is by its very nature a rough tough undertaking . Its essence is a reluctant exchange of commitments both parties want to yield less and get more. It is different from business deal in which both parties have something less than 100 percent trust in one another . In the context of this statement, examine and explain various approaches to collective bargaining (60).