

IAS Mains Commerce 1990

Paper II

Section A

1. Write notes on any three of the following in not more than 200 words each:
 - a. Organizational conflict
 - b. Matrix organization structure
 - c. Herzbergs two-factor model
 - d. Functional authority
2. The concept of Line and Staff is one of the major areas which requires serious attention in a modern organization. Critically evaluate the statement.
3. Discuss the fundamental elements that form the foundations of organizational behaviour. What is the influence of social system on these elements?
4. The effectiveness of leadership is determined by the independence of the leader, the following and the situation. Discuss

Section B

5. Write notes on any three of the following in not more than 200 words each:
 - a. Labour absenteeism and Productivity
 - b. Federation of Trade Unions
 - c. Executive development programme
 - d. Employee grievance.
6. Explain in brief the objectives, functions and the role Trade Unions in modern industrial organisations.
7. Collective bargaining is the best approach for better industrial relations and maintenance of industrial harmony. Critically evaluate the statement indicating the position in India.
8. The industrial relations environment is not what is desirable in public enterprises due to a variety of reasons. Discuss and identify major causes for this situation.