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| CSM – 21/18 |
| Commerce and Accountancy |
| Paper – II |

Time : 3 hours

Full Marks : 300

The figures in the right-hand margin indicate marks.

*Candidates should attempt Q. No. 1 from
Section – A and Q. No. 5 from Section – B
which are compulsory and **three** of
the remaining questions, selecting
at least **one** from each Section.*

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SECTION – A

1. Write short notes on any **three** of the following in about **200** words each : 20×3 = 60
 - (a) Determinants of Organizational Structure
 - (b) Evaluation of Neo-Classical Theory
 - (c) Trait Theory of Leadership with Criticism
 - (d) Types of Organizational Change

2. What are the structural and situational sources of power ? What steps can be taken to ensure that such power is not misused ? 60
3. Herzberg disagrees with Maslow to the extent that while Maslow believes that the first three level needs, such as physiological, safety and social needs, are motivators. Herzberg believes these to be hygiene factors and not motivators. Which view do you agree and why ? 60
4. Conflict may be described as a disagreement between individual and groups in the organization – discuss. Also, describe the types of conflicts. 60

SECTION – B

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5. Write short notes on any **three** of the following in about **200** words each : 20×3 = 60
 - (a) Difference approaches to Industrial Relation
 - (b) Process of Recruitment
 - (c) Causes of Absenteeism
 - (d) Sweet Equity

6. How does training differ from development ?
Discuss the role of training and development in
the present business atmosphere. 60
7. As a HR Manager, list out the controlling methods
do you take for Labour Turnover that suits
according to the present day Indian Business
Environment. 60
8. How does executive compensation differ from
compensation of other employees ? What are the
factors that affect executive compensation in
Indian Business Context ? 60



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