

**CSM : 22**

**COMMERCE & ACCOUNTANCY**  
**PAPER - II**

Time Allowed : 3 hours

Full Marks : 100

*Marks for each question is indicated against it.*

*Attempt any 5 (five) questions taking not more than 3 (three) questions from each Part.*

**PART - A**

1. What is 'Management by Objectives (MBO)'? What are its main features? Describe the guidelines to be followed in order to make MBO more effective in an organisation. **(20)**
2. (a) How does Line and Staff functions takes place in organisations? **(10)**  
(b) Highlight the sources of power in organisations. **(6)**  
(c) What is the impact of information technology on organisational design and structure? **(4)**
3. (a) How does Maslow's Need Hierarchy Theory helps management to initiate motivational process among employees of an organisation? **(10)**  
(b) Discuss in brief the various leadership styles. Which style of leadership is the best in your opinion and why? **(5+5=10)**
4. Why there is need to manage the resistance to the changes that occur in organisations? What strategy would you suggest to implement the change successfully in organisations. **(10+10=20)**

**PART - B**

5. What is Human Resource Planning? Review its benefits and limitations. Discuss the steps involved in the manpower planning of an industry. **(20)**
6. "Job evaluation is the ranking of job and not the job holder." Comment. What makes a Job evaluation programme successful? **(20)**
7. (a) Write a note on the impact of liberalisation on Trade Union Movement in India. **(5)**  
(b) Explain the causes of disputes in industries. **(5)**  
(c) How would you prevent and settle industrial disputes? **(5+5=10)**
8. Critically review the government scheme of workers' participation in management and suggest the prerequisites to make them effective? **(20)**