

# Commerce & Accountancy

## Paper-II

**Time Allowed: Three Hours**

**Maximum Marks: 300**

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- Note:* 1. *The figures in the margin indicate full marks for the questions.*
2. *Candidate should answer questions No. 1 and 5 which are compulsory and any **three** of the remaining questions, selecting at least **one** from each section.*

### SECTION – A

1. Write notes on any **three** of the following in about **200** words each:
- 20×3=60
- (a) Path goal theory of leadership.
- (b) Job enlargement and Job enrichment.
- (c) Transactional analysis.
- (d) The sources of Power.
2. Discuss the 'Johari Window' model in detail. How it is helpful in conflict resolution? 60
3. What is Matrix Organisation? Discuss its merits and demerits. In which type of organisation it may be suitable? 60
4. Discuss in detail the 'Z Theory' propounded by William Ouchi. 60

## SECTION – B

5. Write notes on any **three** of the following in about **200** words each:

20×3=60

- (a) 360° feedback evaluation.
  - (b) Taylor differential piece rate system.
  - (c) Profit Sharing Plan.
  - (d) Workers' participation in management.
6. Discuss the present position of industrial relations in India. In your opinion, what steps should be taken to improve it? 60
7. "The objective of arbitration is not compromise but adjudication," Explain this statement in detail with examples. 60
8. Explain the concept of 'Living Wages'. Discuss the evolution of Wage Policy in India. 60