



INDIAN SCHOOL MUSCAT
SECOND PERIODIC TEST
BUSINESS STUDIES (054)

CLASS: XII

Max. Marks: 20

Time Allowed: 50 Mins.

| MARKING SCHEME | | | |
|----------------|------|---|-----------------|
| SET | Q.NO | VALUE POINTS | MARKS SPLIT UP |
| A/B/C | 1 | (A) Stability of personnel (B) Equity (B) Order | 1 |
| A/B/C | 2 | (B) Dynamic nature (C) Uncertainty (D) Interrelatedness | 1 |
| A/B/C | 3 | It determines the standard time taken to perform a well-defined job. The objective of time study is to determine the number of workers to be employed. Long working hours, doing unsuitable work, having un cordial relations with the boss or bad working conditions. Minimise the cost of production and maximise the quality and satisfaction of the customer. | 1+1 |
| A/B/C | 4 | Cash holdings arising from declared income was readily deposited in banks and exchanged for new notes. But those with black money had to declare their unaccounted wealth and pay taxes at a penalty rate. Channeling more savings through the formal financial system and improving tax compliance. Retail business by using digital platforms helpful to carry liquid cash. Though there are arguments against this as digital transaction require use of cell phones for customers and Point-of-Sale (PoS) machines for merchants, which will only work if there is internet connectivity. Cash holdings arising from declared income was readily deposited in banks and exchanged for new notes. But those with black money had to declare their unaccounted wealth and pay taxes at a penalty rate | 1+1 |
| A/B/C | 5 | Discipline is the obedience to organisational rules and employment agreement which are necessary for the working of the organization. “Organisations should have a chain of authority and communication that runs from top to bottom and should be followed by managers and the subordinates.” | 1 ½ + 1 ½ |

| | | | |
|-------|---|--|---------|
| | | <p>The formal lines of authority from highest to lowest ranks are known as scalar chain. “Organisations should have a chain of authority and communication that runs from top to bottom and should be followed by managers and the subordinates.”</p> <p>Workers should be encouraged to develop and carry out their plans for improvements according to Fayol. Initiative means taking the first step with self-motivation. Management should promote teamwork especially in large organisations because otherwise objectives would be difficult to realise.</p> <p>Management should promote a team spirit of unity and harmony among employees, A manager should replace ‘I’ with ‘We’ in all his conversations with workers to foster team spirit. This will give rise to a spirit of mutual trust and belongingness among team members. It will also minimise the need for using penalties.</p> <p>The interests of an organization should take priority over the interests of any one individual employee according to Fayol.</p> <p>Every worker has some individual interest for working in a company. The company has got its own objectives.</p> <p>Work is divided into small tasks/ jobs. A trained specialist who is competent is required to perform each job. Thus, division of work leads to specialisation. According to Fayol, “The intent of division of work is to produce more and better work for the same effort. Specialisation is the most efficient way to use human effort.”</p> | |
| A/B/C | 6 | Technological Environment. Technological environment includes forces related to scientific improvements and innovations which provide new ways of producing goods and services and new way of operating business | 1 +2 |
| A/B/C | 7 | <p>The technique of Scientific Management which is used here is Functional Foremanship.</p> <p>The benefit will be that every worker cannot have all the qualities like intelligence, special knowledge, energy, honesty, etc. Individually each of the functional foremen like gang boss, speed boss, etc. will look after all these qualities.</p> <p>The principle of Fayol which will be violated here will be principle of ‘Unity of Command’ as a single worker will have to report to eight different people</p> | 1+ 2 +1 |
| A/B/C | 8 | <p>Importance of Business Environment</p> <ol style="list-style-type: none"> 1. It enables the firm to identify opportunities and getting the first mover advantage 2. It helps the firm to identify threats and early warning signals 3. It helps in tapping useful resources 4. It helps in coping with rapid changes 5. It helps in assisting in planning and policy formulation 6. It helps in improving performance <p>Any 4 Points with proper explanation</p> | 1+1+1+1 |