

Total No. of printed pages = 16

63/2 (SEM-3) MCO 305(A,B,C)

2021

(held in 2022)

COMMERCE

(Theory Paper)

Paper Code : MCO-305(A)

(Advanced Cost and Management Accounting)

Full Marks – 80

Time – Three hours

**The figures in the margin indicate full marks
for the questions.**

1. Answer the following questions : $1 \times 8 = 8$

**(a) Cost Accounting provides information to
management for**

(i) Proper Planning

(ii) Operation

(iii) Control and Decision Making

(iv) All of the above

[Turn over

(b) Both marginal costing and differential cost analysis are used for

- (i) Decision Making
- (ii) Product Mix
- (iii) Management Control System
- (iv) Pricing Decision

(c) An efficient and effective performance of individual task is known as

- (i) Cybernetics
- (ii) Goal Congruence
- (iii) Management Control System
- (iv) Task Control

(d) A system of accounting in which cost data are reported to managers, who are in-charge of various cost centres, is known as

- (i) Responsibility Accounting
- (ii) Transfer Pricing
- (iii) Management Reporting
- (iv) Internal Audit

(e) Price fixation problems are included in

- (i) Cost Reports
- (ii) Finance Reports
- (iii) Sales Reports
- (iv) Special Reports

(f) Cash Budget is a

- (i) Master Budget
- (ii) Short-term Budget
- (iii) Long-term Budget
- (iv) Budget Manual

(g) The main objective of management audit is to find out whether the work is undertaken efficiently at

- (i) Management level
- (ii) Workers' level
- (iii) All levels
- (iv) Only at top level

(h) The relationship between value, function and costs can be expressed as

(i) $\text{Value} = \text{Function} + \text{Cost}$

(ii) $\text{Value} = \text{Function} \times \text{Cost}$

(iii) $\text{Value} = \text{Function} / \text{Cost}$

(iv) $\text{Function} = \text{Value} / \text{Cost}$

2. Answer the following questions :

(a) (i) What are differential cost ? Also define marginal cost. $2+2=4$

Or

(ii) Mention the differences between Relevant costs and Irrelevant costs. 4

(b) (i) What are controlable and uncontrollable costs ? 4

Or

(ii) What is management control system ? Name four types of management control system. $2+2=4$

(c) (i) What is zero-based budgeting ? 4

(ii) Write four differences between Performance Budgeting and Traditional Budgeting. 4

(d) (i) Mention four objectives of Human Resource Accounting. 4

Or

(ii) Write four advantages of value analysis techniques. 4

3. Answer the following questions :

(a) (i) Discuss how differential cost analysis is helpful in decision making. 14

Or

(ii) A manufacturing company finds that while the cost of making a component No. 0.51 in its own workshop is Rs. 8.00 each, the same is available in market at Rs. 6.50 with an assurance of continuous supply. Give your suggestion whether to make or buy this component. Give also your views in case the supplier reduces the price from Rs. 6.50 to Rs. 5.50. The cost data is as follows : 14

	Rs.
Material	3.00
Direct labour	2.00
Other variable expenses	1.00
Depreciation and other Fixed Expenses	2.00
	<u>8.00</u>

- (b) (i) "Responsibility Accounting is an important device for control." Discuss.

14

Or

- (ii) Discuss the nature and scope of management control process. $7+7=14$

- (c) (i) What is Management Information System? Enumerate the steps involved in Management Information System development. $4+10=14$

Or

- (ii) The expenses budgeted for production of 10,000 units in a factory are given below :

14

	Per unit (Rs.)
Material	70
Labour	25
Variable Factory Overheads	20
Fixed Factory Overheads (Rs. 1,00,000)	10
Variable Expenses (Direct)	5
Selling Expenses (10% Fixed)	13
Distribution Expenses (20% Fixed)	7
Administrative Expenses (Fixed Rs. 50,000)	5
Total cost of sales per unit	<u>155</u>

- (d) (i) Differentiate between Cost Reduction and Cost Control. What are the major areas in which cost reduction is usually possible? $7+7=14$

Or

- (ii) Define management audit. What types of information are required for a management auditor to draw a conclusion. $3+11=14$

(Theory Paper)

Paper Code : 305(B)

(Human Resource Management)

Full Marks - 80

Time - Three hours

The figures in the margin indicate full marks for the questions.

1. Choose the correct answers :

1 × 8 = 8

(i) The basis for human resource planning is

- (a) The economic trends
- (b) Demand for employees
- (c) Strategic plans of the firm
- (d) Supply of employees

(ii) Which of the following is not offered in a job analysis ?

- (a) Worker attributes
- (b) Performance appraisal
- (c) Working condition
- (d) Job specification

(iii) Which is not correct in case of Human Resource Information System ?

- (a) It collects information
- (b) It analyses information
- (c) It reports information only to the concern departmental heads
- (d) It deals with information about people and jobs.

(iv) Which of the following is not a feature of HRD ?

- (a) a system
- (b) a planned process
- (c) first step of HR planning
- (d) an interdisciplinary concept

(v) Training evaluation criteria includes all, but

- (a) Reactions (b) Learning
- (c) Behaviour (d) Relevances

(vi) Who did introduce the Achievement theory of Motivation ?

- (a) A. Maslow (b) Herzberg
(c) McGregor (d) McClelland

(vii) Which of the following options is a component of remuneration ?

- (a) Fring benefits (b) Commitment
(c) External Equity (d) Motivation

(viii) What is the alternate name for incentive ?

- (a) Gratuity
(b) Paid holidays
(c) Payments by result
(d) None of the above

2. Answer the following :

4×4=16

- (i) Distinguish between job description and job specification.
(ii) How is demand for HR forecasted ?

38/63/2(SEM-3) MCO 305 (A,B,C)

(10)

(iii) Mention briefly any four simulation methods of training.

(iv) Write any four objectives of compensation planning.

3. Explain the following :

(i) Briefly describe the concept of job analysis and explain the job analysis process.

7+7=14

Or

Discuss the need for and techniques of job enrichment. Can these techniques improve employees' motivation ?

7+7=14

(ii) What is Human Resource Planning ? Explain with suitable illustration the process of HR planning.

2+12=14

Or

Discuss the problems faced by the HR managers in formulating HR planning. How can these problems be overcome ?

7+7=14

(iii) Define Training. Explain the needs for training in an industrial organisation. Explain various methods of training.

2+4+8=14

38/63/2(SEM-3) MCO 305 (A,B,C) (11)

[Turn over

Or

Discuss the Vrooms Expectancy theory of motivation. Point out the similarities between Vroom Expectancy theory and Porter and Lawlers Expectancy theory.

7+7=14

- (iv) Define wage and salary administration. What are the objectives of wage and salary administration? What are the principles of wage and salary administration?

2+6+6=14

Or

Explain the various elements of wage and salary system? Discuss the important factors influencing compensation levels of employees.

7+7=14

(Theory Paper)

Paper Code : MCO-305(C)

(Microfinance and Rural Development)

Full Marks – 80

Time – Three hours

The figures in the margin indicate full marks for the questions.

1. Choose the correct answer :

1×8=8

(A) The feature of microfinance is

- (a) loans are of small amount
- (b) loans are offered with collateral
- (c) loans are given to women SHGs only
- (d) loans are for educational institutions of rural area.

(B) Microfinance services include

- (a) micro savings and micro insurance
- (b) micro enterprise and micro business activities
- (c) both (i) and (ii)
- (d) None of the above

(C) Microfinance is the provision of financial services to poor people.

(a) Microfinance is regulated in India by RBI

(c) IRDA (d) HFCL

(E) In India, SHGs were firstly promoted for financing the poor by

(a) SEBI (b) NABARD (c) RRB (d) RBI

(F) SHGs were introduced in India in

(a) 1992 (b) 1982

(c) 2002 (d) 2012

(G) NABARD was set up in

(a) 1972 (b) 1982

(c) 1992 (d) 2002

38/63/2(SEM-3)MCO305(A,B,C) (14)

(H) Rural development is

(a) Process of raising socio-economic status of rural people

(b) Process of expansion of rural infrastructure

(c) both (i) and (ii)

(d) None of the above.

Write short notes on : $4 \times 4 = 16$

(a) Differences between microfinance and microcredit

(b) Innovation in Indian microfinance

(c) Objectives of SHG

(d) Basic elements of rural development

3. (a) Discuss the Grameen and SHG linkages models of microfinance. 14

Or

Elucidate the role of microfinance in India. 14

38/63/2(SEM-3)MCO305(A,B,C) (15) [Turn over

(C) Microfinance is the provision of financial services to people of low-income group.

- (a) True (b) False

(D) The NBFC-MFIs are regulated in India by

- (a) SEBI (b) RBI
(c) IRDA (d) HFCL

(E) In India, SHGs were firstly promoted for financing the poor by

- (a) SEBI (b) NABARD
(c) RRB (d) RBI

(F) SHGs were introduced in India in

- (a) 1992 (b) 1982
(c) 2002 (d) 2012

(G) NABARD was set up in

- (a) 1972 (b) 1982
(c) 1992 (d) 2002

38/63/2(SEM-3)MCO 305 (A,B,C) (14)

(H) Rural development is

- (a) Process of raising socio-economic status of rural people
(b) Process of expansion of rural infrastructure
(c) both (i) and (ii)
(d) None of the above.

2. Write short notes on : 4×4=16

- (a) Differences between microfinance and microcredit
(b) Innovation in Indian microfinance
(c) Objectives of SHG
(d) Basic elements of rural development
3. (a) Discuss the Grameen and SHG linkages models of microfinance. 14

Or

Elucidate the role of microfinance in India. 14

38/63/2(SEM-3)MCO 305 (A,B,C) (15)

[Turn over

4. (a) What is MFI ? Write the nature and functions of MFI. 2+10=12

Or

- (b) Write a detailed note on rate of interest and repayment management of MFI. 14

5. (a) Define SHGs ? Discuss the importance of SHGs in the context of rural development in India. 4+10=14

Or

- (b) 'SHGs are not free from weaknesses'. In the light of the above statement, write the weaknesses of SHGs and suggest the measures to overcome weaknesses. 14

6. (a) What do you mean by rural development ? Why is rural development necessary in India ? Explain. 4+10=14

Or

- (b) What initiatives have been taken by the Government of India for rural development ? Discuss. 14