

MARKING SCHEME SET 1**BUSINESS STUDIES Class XII PRE BOARD EXAM 2022-23**

S.NO	ANSWER	MARKS
1	B)Management as an art	1
2	C) Planning	1
3	(a) Top level of management	1
4	b) Social	1
5	b) Unique order code	1
6	d) (ii);(iii);(iv);(i)	1
7	(c) (iii), (ii), (i)	1
8	(b) Workforce Analysis	1
9	(c) Employees	1
10	c). Offer for sale	1
11	a). Uncertainty	1
12	(c) Divisional structure	1
13	(c) Political Environment	1
14	c). Commercial paper	1
15	(c) Subordinating personal interest to general interest	1
16	(b) Organising	1
17	(a) Discipline	1
18	d). Both b. and c.	1
19	c. Assertion (A) is true, but Reason (R) is false.	1
20	a. Both Assertion (A) and Reason (R) are true and Reason (R) is the correct explanation of Assertion (A)	1
21		(1x3) 1 mark for each correct statement.

	<p>Following are the objectives of SEBI : (any three)</p> <ol style="list-style-type: none"> 1. To regulate stock exchanges and the securities industry to promote their orderly functioning 2. To protect the rights and interests of investors, particularly individual investors and to guide and educate them. 3. To prevent trading malpractices and achieve a balance between self-regulation by the securities industry and its statutory regulation. 4. To regulate and develop a code of conduct and fair practices by intermediaries like brokers, merchant bankers etc., with a view to making them competitive and professional. <p style="text-align: center;">OR</p> <p>Following are the functions of stock exchange: (any three)</p> <ol style="list-style-type: none"> (i) Providing liquidity and marketability to existing securities. (ii) Pricing of securities on the stock exchange is determined by the forces of demand and supply. (iii) Safety of transaction is ensured as membership of a stock exchange is well regulated and its dealings are well defined. (iv) Contributes to economic growth through the process of disinvestment and reinvestment. (v) Spreading of equity cult by ensuring wider ownership by way of regulating new issues. (vi) Providing scope for speculation by ensuring speculative activity within t 													
22	<p>(1) The controlling function of management is needed to rectify given situation.</p> <p>(ii) The procedure to be followed so that the actual performance may come up to target production are:</p> <ol style="list-style-type: none"> (a) Providing training to workers if workers are not well versed with the production process. (b) Improving work environment if it is not conducive to efficient working. (c) Ensuring timely availability of raw materials 	<p>1x3) 1 mark for each correct statement</p>												
23	<p>The differences between 'internal sources' and 'external sources' of recruitment are given below</p> <table border="1"> <thead> <tr> <th>Basis of Difference</th><th>'internal sources'</th><th>'external sources'</th></tr> </thead> <tbody> <tr> <td>Quality of recruitment</td><td>There is no scope of fresh talent.</td><td>They infuse new blood and new talent.</td></tr> <tr> <td>Economy</td><td>It is cheaper as there is no cost of publicising vacancy.</td><td>It is costly as lot of money is spent on publicising paper</td></tr> <tr> <td>Time involved</td><td>It is less time-consuming</td><td>It requires a lot of time</td></tr> </tbody> </table> <p style="text-align: center;">OR</p>	Basis of Difference	'internal sources'	'external sources'	Quality of recruitment	There is no scope of fresh talent.	They infuse new blood and new talent.	Economy	It is cheaper as there is no cost of publicising vacancy.	It is costly as lot of money is spent on publicising paper	Time involved	It is less time-consuming	It requires a lot of time	<p>1x3) 1 mark for each correct statement</p>
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	<p>i) Recruitment Le search for qualified people and stimulating them to apply for the job within the organisation</p> <p>ii) Prepare job descriptions by analysing jobs, collecting information about jobs etc.</p> <p>iii) Developing suitable compensation and incentive plans for the employees</p> <p>iv) Designing appropriate training and development of employers to foster efficient performance and career growth</p>	
24	<p>1. Mr Sharma is working at the middle level management.</p> <p>2 Two more functions required to be performed by Mr Sharma at this level are:</p> <p>(i) To interpret the policies framed by top management.</p> <p>(ii) To ensure that their department has the necessary personnel</p> <p>(Any other function of choice)</p>	(1+2)
25	<p>The dimensions of business environment discussed in the above case are:</p> <p>(i) Economic Environment: It comprises of factors such as interest rates, inflation rates, changes in disposable income of people, stock market indices, value of rupee, etc.</p> <p>(ii) Technological Environment: Technological environment includes forces relating to scientific improvements and innovations which provides new ways of production of goods and services.</p>	(11/2for each dimension)
26	<p>Semantic barriers (Any four):</p> <p>OR</p> <p>Organizational barriers (Any four):</p>	(1X4=4) 1 mark for each correct statement
27	<p>(1) The factors affecting the fixed capital needs of the company are as follows:</p> <p>(a) Diversification: Lines: "The company now plans to diversify into personal care segment by launching perfumes, hair care and skin care products".</p> <p>b) Growth Prospects: Lines: "Moreover, it is planning to open ten exclusive retail outlets in various cities across the country in next two years."</p> <p>(ii) The management of fixed capital is considered to be an important for a business because of the following reasons (Any 2 reasons)</p> <p>(a) Impact on Long-term Growth:.</p> <p>(b) Large Amount of Funds Involved:</p>	(2+2)
28	<p>The two concepts are: Training and Development. (i) Training: Training is a job related process which enhances the required abilities and skills of an employee connected with the job. It is a systematic and continuous process of improving skills.</p> <p>(ii) Development: Development refers to the learning opportunities designed to help employees to grow. It helps to improve their current performance in job and also focuses on those activities which bring about growth of personality, help individuals in the progress towards maturity and</p>	(2+2marks each explanation)

	<p>actualisation of their potential capacities so that they become not only good employees but better men and women.</p> <p>OR</p> <p>Following are the steps involved in the selection process-</p> <p>Preliminary screening</p> <p>Selection test</p> <p>Employment interview</p> <p>Reference and background check</p> <p>Selection decision</p> <p>Medical examination</p>	
29	<p>(i) Dividend financial decision has been taken. (ii) The three factors affecting dividend financial decision are:</p> <p>(i) Amount of Earnings(ii) Stability of Earnings (iii) Stability of Dividend</p>	(1+3=4) 1 mark for each correct statement
30	<p>The benefits of training to an organization (any four)</p> <p>(i) Training is a systematic learning,</p> <p>(ii) It enhances employee productivity</p> <p>(iii) Training equips the future manager</p> <p>(iv) Training increases employee morale and reduces absenteeism and employee turnover.</p> <p>(v) It helps in obtaining an effective response to a fast changing environment – technological and economic.</p> <p>OR</p> <p>i) Selection test</p> <p>ii) Types of tests are: (any three with explanation)</p> <p>a. Intelligence</p> <p>b. Aptitude</p> <p>c. Personality tests</p> <p>d. Trade tests</p>	<p>(1×4=4) 1 mark for each correct statement</p> <p>(1+3)</p>
31	<p>The various techniques of work study which has been put into practice by gaurika are-</p> <p>i) Time study (with explanation)</p> <p>ii) Fatigue study (with explanation)</p> <p>iii) Method study (with explanation)</p> <p>Or</p> <p>Unity of command (with explanation)</p> <p>Fatigue study (with explanation)</p>	<p>(2+2+2=6) 2 mark for each correct explanation</p> <p>(3×2=6)</p>
32	<p>1. The step of organizing process which has not been carried out properly and contributed to this problem is “Assignment of duties”</p> <p>Assignment of Duties:</p>	(2+2+2=6)

