



**ST. VIVEKANAND MILLENNIUM SCHOOL**  
**HMT Township, Pinjore**  
**Half Yearly Examination, September 2025**  
**Level II: Proficiency**

**Subject: Business Studies (054)**

**Class: XII**

**Time allowed: 03 hours**

**MM: 80**

**General Instruction:**

- (i) All questions are compulsory.
- (ii) This question paper contains **34** questions.
- (iii) Marks are indicated against each question.
- (iv) Answers should be brief and to the point.
- (v) Answers to the questions carrying 3 marks may be from 50 to 75 words.
- (vi) Answers to the questions carrying 4 marks may be about 150 words.
- (vii) Answers to the questions carrying 6 marks may be about 200 words.
- (viii) Attempt all parts of a question together.

**Section – A**

1. The project managers in an organisation set targets for the upcoming months and outline strategies to achieve them. At the same time, they assign specific roles and responsibilities to their team members. They motivate them to meet the deadline, by celebrating their achievements and taking their feedback. Thus, various functions are simultaneously performed by all managers all the time. Name the characteristic of Management discussed above. 1
  - a) Management is a dynamic function
  - b) Management is a continuous process
  - c) Management is an intangible force
  - d) Management is goal oriented
2. Henri Fayol's principle of discipline which emphasizes obedience to organisational rules and employment agreement is evolved out of the experience and collective wisdom of managers. The nature of principle of management reflected through the above statement is: 1
  - a) Universal applicability

- b) Flexible
- c) Mainly behavioral
- d) Formed by practice and experimentation

3. **Read the following statements: Assertion (A) and Reason (R).** 1

**Choose the correct alternative from those given below:**

**ASSERTION (A):** Maslow's need hierarchy theory of motivation is widely recognised and appreciated yet criticised.

**REASON(R):** Even though Maslow's theory focuses on needs as a basis of motivation and helps to develop understanding about the motivation phenomenon, his propositions are questioned on their classification and hierarchy.

**Alternatives :**

- a) Both Assertion (A) and Reason (R) are true.
- b) Both Assertion (A) and Reason (R) are false.
- c) Both Assertion (A) and Reason (R) are true, but Reason (R) is not the correct explanation of the Assertion.
- d) Both Assertion (A) and Reason (R) are true, and Reason (R) is the correct explanation of the Assertion.

4. **Read the following statements carefully:** 1

**Statement- I** Values are basic truths or guidelines for behavior which are formed after research in work situations.

**Statement- II** While practicing Principles of Management, values cannot be neglected as business organizations have to fulfill social and ethical responsibility towards society.

**In the light of given statements , choose the correct alternative from the following:**

- a) Both the statements are true.
- b) Both the statements are false.
- c) Statement I is true, Statement II is false.
- d) Statement II is true, Statement I is false

5. Manu Priya is working as the Human Resource Manager of EDT Limited at an annual salary of ₹ 8 lakh per annum and is also offered 1

shares of the company at a set price which is lower than the market price. The method being used to calculate the compensation provided to her is:

- a) Time based direct financial payment
- b) Indirect financial payment
- c) Time based Pay Plus incentives
- d) Performance based direct financial payment

6. Out of the following, which is/are the component(s) of the social environment? 1

- 1) Rate of inflation has increased by 2% leading to a higher total cost for business enterprises.
- 2) Various specialty health food and grocery shops have opened in an area where fitness and health enthusiasts live.
- 3) Life expectancy rate in India has improved over the past 20 years due to adequate health facilities and infrastructure.
- 4) A company in its human resource manual discloses a zero tolerance policy for racial discrimination and discriminatory practices against employees with disability.
- 5) The Advertising Standards Council of India prohibits the advertisement that promotes products or services that are banned by law.

**Choose the correct option :**

- a) only 2
- b) 1,2,3
- c) 2,4,5
- d) 2,3,4

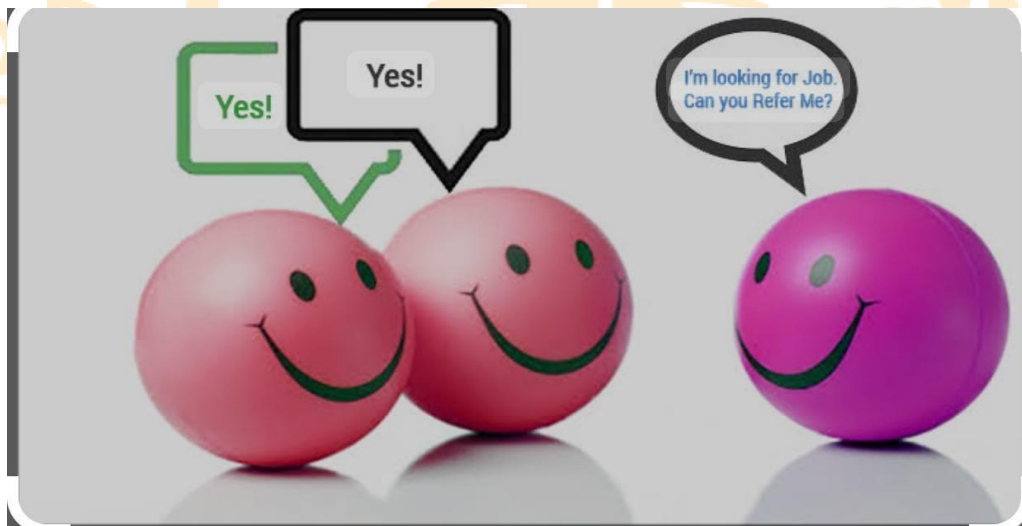
7. Match the column I with appropriate option in column II. 1

Column I	Column II
A. Management as a Science	i. Still developing
B. Management as a Art	ii. Involves study of human behaviour
C. Management as a Profession	iii. Personalised application

**Codes:**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>A    B    C</li> <li>a) i    ii    iii</li> <li>c) iii    ii    i</li> </ul> | <ul style="list-style-type: none"> <li>A    B    C</li> <li>b) ii    i    iii</li> <li>d) ii    iii    i</li> </ul> |
|---|---|

8. Choose the correct statement about the controlling function of management. 1
- a) No corrective action is required when the deviation goes beyond the acceptable range in important areas.
  - b) Deviations should be analyzed for their causes.
  - c) Measurement of actual performance should be done only after the task is complete.
  - d) Managers must keep a check on each and every activity, otherwise the entire organization may suffer.
9. Look at the picture given below and answer the question that follows: 1



- Identify the incorrect statement about the type of source of recruitment depicted above.
- a) Management has a wider choice while selecting people for employment.
  - b) Management can attract qualified people to apply for vacant positions in the organization.
  - c) It may lead to dissatisfaction and frustration among existing employees.
  - d) Such employees are not likely to be good employees as their background is not sufficiently known.
10. Arrange the following elements of communication process in the correct sequence: 1
- i) Media      ii) Message      iii) Sender      iv) Decoding





when the receiver understands the message.

**Statement II:** By becoming a good listener, a manager can control the communication barrier to a great extent.

**Alternatives**

- a) Statement I is true and statement II is False.
- b) Statement II is true and statement I is False.
- c) Both the statements are true.
- d) Both the statements are false.

18. HLU Ltd is a MNC operating in more than handed countries across the globe. The company may manufactures FMCGs(fast moving consumer goods) which includes soaps, food items, cosmetic, et cetera, to facilitate specialisation, the company group, the job related to one product under one department. 1

Vansh, the job are grouped, they are assigned to the employees.

The company is very stringent establishing the relationship of who reports to whom.

This removed ambiguity in transfer of information and instructions.

Which importance of organising is highlighted in the lines,” the company is very stringent establishing the relationship of who post to Home. This removes ambiguity in transfer of information and instructions”?

- a) Benefit of specialization
- b) Clarity in working relationship
- c) Adaptation to change
- d) Expansion and growth

19. **Statement I:** Controlling is an imported and an indispensable function of management. 1

**Statement II:** It aims at managing the managerial action by setting the standards and identifying the deviations of actual performance as against the standards.

**Alternatives**

- a) Statement I is true and statement II is False.
- b) Statement II is true and statement I is False.
- c) Both the statements are true.
- d) Both the statements are false.

20. The manager of 180 Ltd calculate total sales and revenue earned by each sales executive to conduct appraisals at the end of the year. 1

Which type of controlling is highlighted here?

- a) Setting performance standards
- b) Measurement of actual performance
- c) Comparing actual performance with standards

d) Analyzing deviations.

21. A) State any three points of significance of decentralization. 3

OR

B) State any three limitations of formal organisation.

22. Rosh is working as the CEO of a company. He deals with different types of people in his company who perform different types of activities which are many of times unrelated. His job is to unify these unrelated and diverse activities and interests into purposeful work so that a common focus could be provided. 3

(a) Which characteristic of coordination is indicated in the above case?

(b) Explain any two other characteristics other than identified in part (a).

23. Identify and explain briefly the type or dimension of environment to which the following are related 3

1. Banks reducing interest rates on housing loans

2. An increasing number of working women

3. Booking of air tickets through internet

24. Muralidhar Parekh started textile printing business in Gujarat in the year 2022 by using practices like eco-friendly dyeing and printing processes in order to ensure environmental sustainability. Soon the business started flourishing. For the financial year 2024-25, Muralidhar formulated the organisational goal of increasing sales by 10% and framed strategies for their achievement. Since his job was complex and stressful, he appointed subordinates to carry out the main task of implementing and controlling the plans and strategies made by him. 3

Identify the level at which the necessary workforce was appointed for implementing and controlling the plans and strategies made by Muralidhar Parekh. What will they need to do to carry out this main task? State any two points.

25. Atlantic Pharma Incorporation, a distributor of durable medical equipment and sports medicine is currently facing problems in managing company's infrastructure and IT projects. To effectively cope with the situation, the company has created a new position of 'Senior Systems Administrator', who will be able to understand the volatile health care industry, as well as its IT environment. Since the position requires more than just technical expertise, the company has taken the following decisions, for timely fulfilment of the manpower requirement: 4

1) Assessing the new role's requirements through job description, in order to ensure the appointment of a person with the required specific set of educational qualifications, experience, personality and characteristics.

2) Hiring 'Unifold Consultants', a renowned consultancy firm which maintains a database of candidates and which will advertise the job on behalf of Atlantic Pharma Limited.

3) Adopting a deeper screening process of the candidate possessing the technical and business process knowledge.

Identify and state the steps which Atlantic Pharma Incorporation has decided to carry out in order to fill the new job position introduced by the company.

26. A) Explain why planning is considered as: 4  
i) pervasive  
ii) futuristic function of management.

**OR**

**B) Explain the following as a type of plans :**

- i) strategy
- ii) procedure

27. The Marketing Research Manager of 'Trendy Textiles' has been assigned the task of analysing the influence of Generation Z on fashion trends. 4

On studying the forces that affect business, he observed that increased awareness amongst Generation Z, with respect to,

environmental protection, preference of individuality over trends, rejection of traditional norms in clothing, greater use of social media have increased the demand for sustainable and innovative styles in clothing, 'Do It Yourself' (DIY) products, promotion of products on various social media platforms by companies.

a) In context of the above case, identify and explain the feature of the business environment highlighted above.

b) Explain any two features of the business environment, apart from the one identified in part a).

28. 'A good control system helps the organization in various ways'. State any four points to support the statement. 4

29. The Factory Manager of Manik Steel Plant, Mussadi Lal was in dilemma over workers shirking work. It was becoming difficult for him to identify the workers who sometimes faked illness to skip work and on various other times, intentionally wasted time, which led to underutilisation of resources. The job of the workers was complex and intricate. He discussed the problem with one of his retired friends, Kantilal, who suggested him to appoint eight supervisors who would be specialists in their own fields and would be assigned work according to his/her qualities. Identify and explain the technique of scientific management discussed above. 4

30. PP Motors is a reputed automobile company known for manufacturing high performance four wheelers. The company plans to hire eight new engineers. Akhilesh Banerjee, the Human Resource Manager has eliminated unfit job seekers based on the information supplied in the application forms, conducted various tests and interviews and verified the information of the applicants. Identify and explain the remaining steps that Mr Banerjee must undertake in order to ensure that the organisation gets the best among 4

the available, from the pool of prospective job candidates.

31. Explain the following principles along with its positive impacts. 6  
Also, state what will happen if principle is violated?  
a) Unity of Command  
b) Remuneration of Employees
32. Mr Pankaj Kumar is working as the Human Resource Manager in 6  
Alankaar Fabrics Limited heading a team of fifteen people in his  
department. He has played a key role in the success of his organisation  
by maintaining good interpersonal relations with his subordinates and  
influencing their behaviour. The subordinates willingly cooperate  
with him and his working style to increase the output of the  
organisation.  
a) Identify and explain the element involved in one of the functions of  
management discussed in the above case.  
b) State any four features of the element identified in part a).
33. Malini and Shalini recently completed their web designing course 6  
from a reputed University in Mumbai. Malini opened her own  
website development company ' Rapid Software Private Limited' .In  
order to ensure a smooth flow of communication and better control  
over the operations of her business, she divided the entire work of a  
company into four departments i.e web designing, accounting,  
research and development and customer service. All departments are  
required to report to a coordinating head. The company became  
successful in the market as all operations were carried out with a high  
degree of specialisation. Shalini joined a big group named  
Babylon.com,Inc. which offered a variety of services like Babylon  
Web Services, Babylon Prime, Babylon Retail. She was appointed  
as the head of Babylon Web Services division and was made  
responsible for the profit or loss of her service division.She was  
happy to take the responsibility as the division would function as an  
autonomous unit, thus enabling her to make faster decisions.  
a) Identify the types of the framework within which managerial and  
operating tasks are performed, in the organisations, of which,

Malini and Shalini were a part of.

b) Give any four differences between the frameworks identified above.

34. a. Explain the last three stages of planning process.

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b. Explain KRAs and how it help in controlling.

