



Padalsalai's Telegram Groups!

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CREATIVITY * PROSPERITY* ACHIEVEMENT

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12th STD - COMMERCE - EM - TEXT BOOK

CASE STUDY

QUESTIONS AND ANSWERS

1) Imagine yourself to be a manager and chart down the functions to be performed.

SOLUTION:

If I am a Manager of a company, I need to perform the following functions:

- **Planning:**
 - Mapping out exactly how to achieve a particular goal: Creating a structure for daily task
- **Organizing:**
 - Arranging the narrow goals from their broadest to most intricate form assigning work as well as required material to the team.
- **Staffing:**
 - Beefing up the team by recruiting, selecting, training, and developing employees.
- **Leading:**
 - Motivating, communicating, guiding, Encouraging as well as assisting the team members
- **Controlling:**
 - Continuously checking result against goals and taking any corrective actions necessary to ensure success of the plan.

2) Formulate a new policy relating to timing of employees.

SOLUTION:

- It has always been struggle for people to maintain work - life balance.
- Working excessive hours pose a danger to workers' health and their families.
- Earlier all the work was done manually.
- However, with the help of machinery and computers, in modern times certain industries don't require as many working hours anymore.
- Technology has introduced new ways to increase productivity.
- More recently the global trend leans toward a four day work week (counting one work day eight hours)

- Even ILO standards on working time provide the frame work for regulated hours of work, daily and weekly rest periods and annual holidays.
- These instruments ensure high productivity while safeguarding workers physical and mental health.
- If the workers earn to pay their necessities, they may opt to spend more time at home or in leisure.
- Countries around the globe are already experimenting and implementing shorter work weeks in varying degrees.
- So, in my opinion, the new policy relating to timing of employees should be a four day work week.

3) The company gets 30% of marginal profit for every year, but not increasing the salary of the employees for last three years. The employees conduct the indefinite strike against the company. Assume you are the manager of the company. How to solve the problem with using MBO or MBE?

SOLUTION:

■ By MBO -

- The strike may be stopped because this system gives full scope to the individual strength and responsibility.
- MBO harmonises the goal of an individual with the organizations goal.

■ By MBE:

- MBE keeps management alert to opportunities and threats by identifying critical problems.
- It can avoid ununiformed and impulsive action.

■ By these two, the union leader can be called to discuss the issue.

■ The workers can be promised that their financial problems will be solved.

4) Mr R, as the secretary of the Muraliviki Co., signed a letter to its bank, forwarding a 'resolution' of the board of directors. The resolution named three directors and instructed the bank to pay cheques signed by any two of them and countersigned by the secretary. Specimen signatures were attached. The instruction was entirely in accordance with the company's memorandum and articles. However, there had never been any proper appointment of directors or a secretary by the company. Those who had formed the company had assumed their roles. Following the letter, the bank had

honoured cheques in accordance with the instructions contained in the letter. The question was, whether, the company was bound by the cheques. Comment.

SOLUTION:

- Yes, the Company was bound liable for the cheques given,
- Because, the company has instructed the bank to pay cheques signed by any two of the director and countersigned by the secretary.
- So, the bank honoured the cheques issued by the company.

5) A contract between Muthumani Ltd and Mr. V, one of its director is referred to a general meeting for its approval. At the meeting, Mr. V voted for the resolution and all others against it. But as V held majority of shares and was entitled to majority of votes, the resolution was passed. Is the contract binding on the company?

SOLUTION:

- No,
- The contract is not binding the company.
- Because the director Mr V is having majority of shares.
- So, the resolution is passed by Mr. V, by having majority of votes.

Case Study

6) X purchased a hot water bottle from Y, retail chemist. X asked Y if it would stand boiling water. The chemist told him that the bottle was meant to hold hot water. The bottle burst when water was poured into it and injured his wife. State whether seller is liable for the injury suffered by the buyer and the consequent compensation, give your reasons.

SOLUTION:

- The seller is not liable for the injury because he already told that the bottle is hot water bottle
- X's wife poured boiling water in the bottle, So she was injured.
- But there is no need for compensation.

7) X asked a car dealer to suggest him car suitable for touring purposes. The dealer suggested a 'Buggati Car'. Accordingly, X purchased it but found it unsuitable for touring purpose. State whether the car dealer is liable for breach of condition?

- Yes, the car dealer is liable for breach of condition, because he told 'Buggati Car' was suitable for touring purpose.
- But in usage, it became unsuitable for touring purpose.

8) X, a dealer sold a plastic catapult to B. While using the catapult in the usual manner, it broke due to the fact that the materials used in its manufacture were

unsuitable. As a result, the boy who was using it, blinded in one of his eyes. State whether the seller is liable or not.

- The seller is a liable,
- Because the materials used to manufacture catapult were not a good quality
- That is why the boy was blinded in one of his eyes

9) X bought from Y a heap of wheat the weight of which is 1000 kg at the rate of Rs. 8 per kg. And agrees to pay the price on the first day of the next month and the wheat is to be delivered at X's godown on the following day. A fire broke out and the entire quantity of wheat was destroyed. State whether X is liable to pay the price or not. Why?

- X is not liable, because before delivery, the goods were destroyed in Y's godown.
- So, X need not pay the price.

10) X bought from Y a heap of wheat (weight 100 kg) at the rate of Rs. 8 per kg. and Y had to put the wheat in bags to deliver it to X. Y filled some bags in X's presence, but before the remainder could be filled, a fire broke out and the entire quantity of wheat was destroyed. State whether X is liable to pay the price or not. Why?

- X is not liable, due to non-delivery of the goods by Y.
- Before the Wheat was filled in the bag, the godown caught fire.
- So, X need not pay the price of Wheat.

11) X bought from Y a heap of wheat at a rate of Rs. 8 per kg and Y had to weigh the wheat. Before weighing was completed, the wheat was destroyed by fire. State whether X is liable to pay the price or not. Why?

- X is not liable, because the wheat was destroyed before weighing
- So, X need not to pay the price.

12) Mr. Narasimachary bought a refrigerator of a familiar brand with a warranty for seven years. He uses the fridge as per the guidelines given by the manufacturer. After the completion of two years the fridge went out of order. He was shocked, and approached the dealer. But the dealer refused to service the fridge at free of cost. What is your suggestion to Mr. Narasimachary to this grievance?

- Each and every consumer should know the rights and duties of consumers, according to the consumer protection act - 1986.
- In this case, the manufacture refused to repair and service the fridge, though there is a warranty period.
- So, my suggestion is that the consumer Mr. Narasimachary can contact the manufacturer again to repair the fridge

- If he refuses Mr.Narasimachary can file a case in the consumer court according to the act 1986.
- For proceeding to the case, the consumer has to make ready the cash bill, Invoice and warranty card of the fridge.

13) Ramesh and Asaladeepesh are good friends. Ramesh is very god-fearing kind, while Asaladeepesh was an enterprising person, having practical in approach. Read the following conversation.

Ramesh: Hi, Deepesh! What are you doing?

Asaladeepesh: Hi, I am reading the newspaper - financial market page that gives us information about the shares price.

Ramesh: Shares, that is an area of big gambles.

Asaladeepesh: No, not really! You must understand how it works.

Ramesh: Frankly speaking, I think this Capital market is all a gambling game and I don't see any use of them.

Asaladeepesh: No, you are seriously mistaken; you do not know the importance of capital market. I will tell how it is needed for an individual and an economy.

You are required to play the role of Asaladeepesh and continue the conversation.

Ramesh : Ok you tell me the importance of capital

Asaladeepesh : Capital is a needed for Individual to commerce business. Also it is needed to develop the society.

Ramesh : What is capital?

Asaladeepesh : Capital is the finance needed to the business.

Ramesh : How the capital can be obtained?

Asaladeepesh : Capital may be introduced by self or for the large amount of Capital one can issue shares and debentures?

Ramesh : What is meant by share?

Asaladeepesh : Share means a unit or a part of share capital

Ramesh : What is the income for the shares purchased?

Asaladeepesh : For purchasing shares, the company can declare dividend from the Profit earned by company.

Ramesh : What are the types of shares?

Asaladeepesh : The shares may be of equity shares and preference shares.

Ramesh : What is meant by debentures?

Asaladeepesh : Debentures may be document for accepting loan from the public.

Ramesh : How the shares can be obtained, if not purchased from the Original issues?

Asaladeepesh : You can get the shares from the stock exchange by contacting a Broker.

- 14) Koushikaa's father has gifted her shares of a large cement company with which he had been working. The securities were in physical form. She already has a bank account and does not possess any other forms of securities. She wishes to sell the shares and approached a registered broker for the purpose. Mention one mandatory detail which she will have to provide with the broker.

Mandatory detail :

- ❖ The shares can be sold by opening a Demat account.
- ❖ She has to mention the number of shares of the cement company.
- ❖ Without paper work shares can be transferred through dematerialisation.
- ❖ Shares can be transferred to the person who wants to purchase.
- ❖ Also mention the name of the company , type of share, amount of share capital.

- 15) Mr.Kulandaivel was the Chairman of Thangam Bank. The bank was earning good profits. Shareholders were happy as the bank was paying regular dividends. The market price of their share was also steadily rising. The bank was about to announce taking over the 'Trinity Bank'. Mr.Kulandaivel knew that the share price of Thangam Bank would rise on this announcement. Being a part of the bank, he was not allowed to buy shares of the bank. He called one of the rich friends Mr.Chandrasekaran and asked him to invest ₹5 crores in shares of his bank promising him the capital gains. As expected, the share prices went up by 40% and the market price of Chandrasekaran's shares was now ₹7 crores. He earned a profit of ₹2 crores. He gave ₹1 crore to Mr.Kulandaivel and kept ₹1 crore with himself. On regular inspection and by conducting enquires of the brokers involved, the Securities and Exchange Board of India (SEBI) was able to detect this irregularity. The SEBI imposed a heavy penalty on Mr.Kulandaivel. By quoting the lines from the above paragraph, identify and state any two functions that were performed by SEBI in the above case.

Functions performed by SEBI:

- The market price of their share were informed and controlled by SEBI.
- On Regular inspection and conducting enquires, exchanges Board of India was able to detect this irregularity.
- The SEBI imposed a heavy penalty on Mr.Kulandaivel.

- 16) Hemalatha is the MD of Aravindh Textile manufacturing company. Her company produces textiles which has a good sales record in Indian markets well as foreign

market. Hemalatha plans to buy new tech machineries for his company. But she first decides to give a training program to his employees about the new machineries.

i) What kind of training program should she provide to his employees and .

ANSWER:

- She should provide on the job training program to her employees, at the workplace itself.

ii) What are the benefits does the employees gain from that training program.

ANSWER:

- The Employees learn the techniques to operate the machineries.
- It will increase the production.

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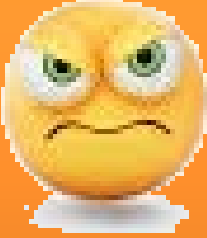


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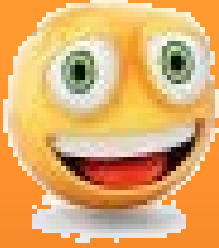


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