ISC · CLASS 12 · BUSINESS STUDIES

ISC Class 12 Business Studies Guess Paper 2027

Time: 3 hours · Maximum marks: 80 · 49 questions

More free papers, important questions & topics:
guesspaper.app/isc/class-12/business-studies/guess-paper/

Scan for the online version

Section A

Compulsory. Question 1 has sixteen one-mark sub-parts: about three four-option MCQs, one assertion-reason / two-statement question and twelve very-short-answer items (name/identify from a situation, fill in the blank, analogy, expand an abbreviation, true or false). No internal choice.

Q1. State whether the following statement is True or False: Food Safety and Standards Authority of India (FSSAI) collects and collates data on contamination of water. 1 mark

Q2. A _____ report is intended for the use of a few authorised individuals only. 1 mark

Q3. Observe the relation between the first two phrases / terms and complete the analogy. 1 mark
Systematic study of a job : Job Analysis :: Explanation of the scope of a job : _____

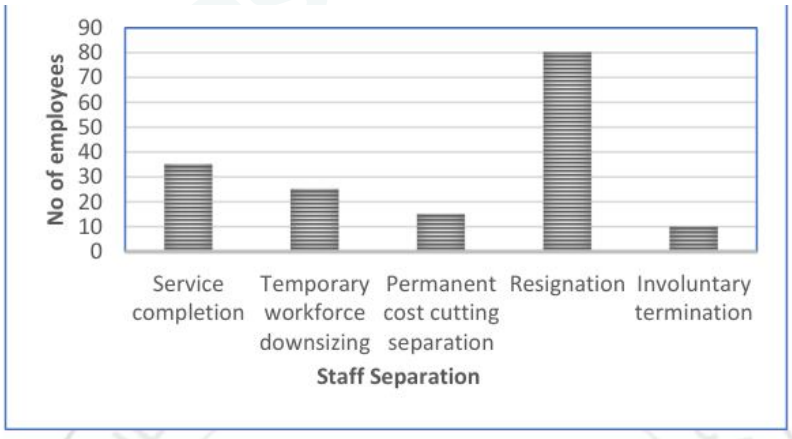
Q4. Which of the following items are commonly included as components of an employee's pay slip? 1 mark
(P) Provident Fund
(Q) Gratuity
(R) House Rent Allowance
(S) Employee Stock Option
(a) Only (P) and (Q)
(b) Only (P) and (R)
(c) Only (Q) and (R)
(d) Only (R) and (S)

guesspaper.app

Q5. [context: pyramid of Maslow's Hierarchy of Human Needs with levels (top to bottom) Self Actualisation, Esteem, Social, Safety and a missing base level marked '?'.] 1 mark
Name the missing need that appears at the base of Maslow's Hierarchy of Human Needs.



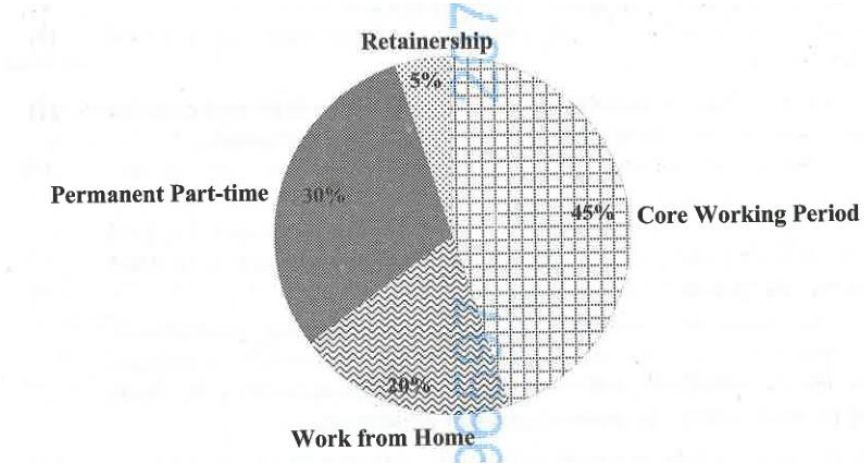
Q6. [context: bar graph 'Staff Separation' at Infotide Ltd. showing number of employees under Service completion, Temporary workforce downsizing, Permanent cost cutting separation, Resignation and Involuntary termination.] 1 mark
Infotide Ltd. has temporarily reduced its workforce. Identify this form of staff separation.



Q7. Some employees at Dawn Ltd. overheard their managers discussing an upcoming Artificial Intelligence enabled project. The news spread quickly, leading to speculations about possible layoffs. 1 mark
What type of communication is indicated in the above case?

Q8. [context: pie chart of the workforce at Infogram Ltd. by emerging HR trends — Core Working Period 45%, Permanent Part-time 30%, Work from Home 20%, Retainership 5%.] 1 mark

Mention any one advantage to Infogram Ltd. of allocating core working period to 45% of its workforce.

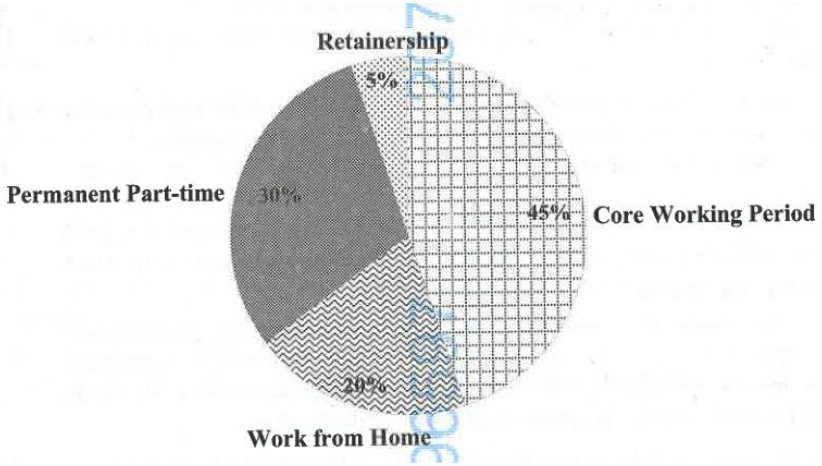


Q9. [context: image of a trainer presenting an 'EMPLOYEE HANDBOOK' slide to a group of employees seated around a table.] 1 mark

Identify the type of training indicated in the image shown above.



Q10. [context: pie chart of the workforce at Infogram Ltd. by emerging HR trends — Core Working Period 45%, Permanent Part-time 30%, Work from Home 20%, Retainership 5%.]
Infogram Ltd. outsources the review of its Human Resources policy to a law firm. Name the trend used by the company. 1 mark



Q11. The Partnership Act limits the maximum number of partners in a non-banking partnership firm to _____. 1 mark

Q12. Observe the relation between the first two words and then fill in the fourth word. 1 mark
Recruitment : Positive :: Selection : _____.

Q13. [context: At Pratiksha Ltd., VP (Marketing) Mr. Mehta gives his team complete autonomy and intervenes only when asked; VP (Production) Mrs. Kapoor regularly interacts with her team and makes decisions collaboratively.] 1 mark
Name the leadership style where the manager solely takes decisions and announces them.

Q14. Observe the relation between the first two words and complete the analogy. 1 mark
Long chain of command : Organisational Barrier :: Unclarified assumptions : _____

Q15. State whether the following statement is True or False: A quotation letter seeks information about the availability of products with the seller. 1 mark

Q16. [context: Anandita (invested ₹20,00,000) and Rukhsana (invested ₹30,00,000) started a business on a verbal understanding and agreed to share the financial outcomes equally despite unequal capital.] 1 mark
Anandita and Rukhsana agreed to share the financial outcomes of the business equally. Which feature of this form of business is highlighted here?

Section B

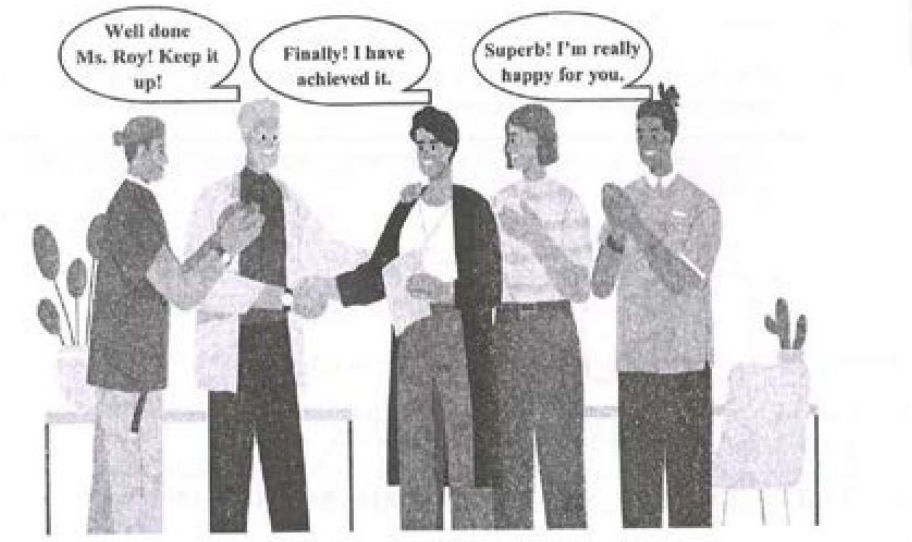
Eight short-answer questions of 4 marks each (32 marks). A question is either one 4-mark answer (distinguish on four bases, state any four points), two 2-mark parts, or four 1-mark parts based on a short case, picture or data chart. Internal choice in two questions.

Q17. Distinguish between Piece rate system and Time rate system of remuneration on the following basis: 4 marks
(a) Quality of work
(b) Wastage of resources
(c) Attitude of Trade Unions
(d) Weightage to efficiency

Q18. As per the Morale Productivity Matrix, discuss the relationship between morale and productivity when morale is high. 4 marks

Q19. Briefly discuss any two features of the following source of finance available to an organisation in India: Factoring 2 marks

Q20. [context: picture of colleagues congratulating Ms. Roy ('Well done Ms. Roy! Keep it up!', 'Superb! I'm really happy for you.') as she says 'Finally! I have achieved it.'] 2 marks
Briefly explain the need of Ms. Roy that is being satisfied.



Q21. Briefly discuss any two features of the following source of finance available to an organisation in India: Venture Capitalists 2 marks

Q22. With reference to e-recruitment, briefly explain: Internet 2 marks

Q23. Briefly discuss: G2B 2 marks

Q24. Briefly discuss: Outsourcing 2 marks

Q25. [context: Speed Ltd. paid daily wage workers ₹100 per hour (Ravi got ₹800 a day); to increase productivity it switched to paying per unit produced, so fast worker Ravi now earns ₹1000 a day, but the trade union is dissatisfied.] 1 mark
Which system of wage payment was initially followed by Speed Ltd.?

Q26. XYZ Ltd. follows a compensation policy that focuses solely on financial incentives as it believes that money is a great motivator. Despite receiving handsome salaries, several managers have recently resigned from the company. Which one of the following is MOST likely the reason for their resignation? 1 mark
(a) The managers are satisfied with only financial rewards.
(b) The managers are satisfied with non-monetary benefits.
(c) The managers feel that the monetary incentives are too high.
(d) The managers want both monetary as well as non-monetary incentives.

Q27. Name the outsourcing process in which an organisation assigns its non-core processes to an external agency. 1 mark

Q28. State whether the following statement is True or False: A dividend policy of the company determines the extent to which profits can be retained in the business. 1 mark

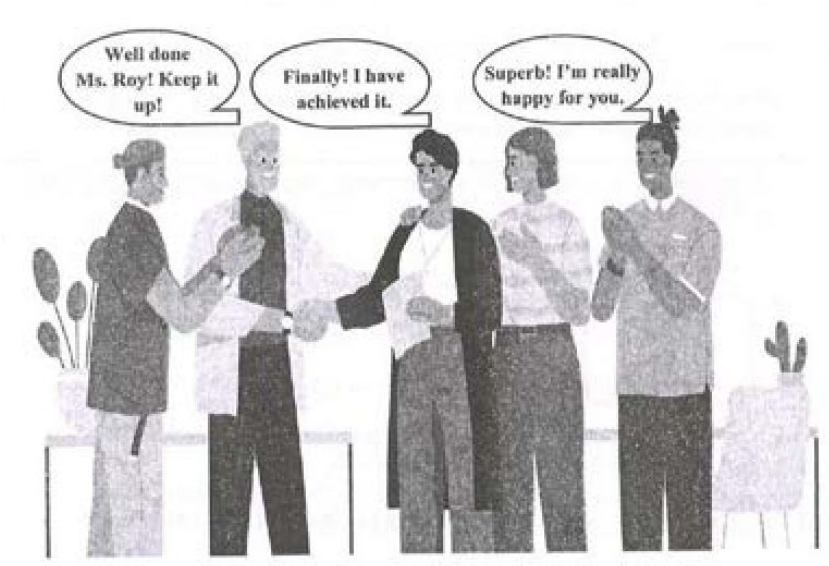
Q29. Varsha wants to attend the naming ceremony of her friend's baby which requires only a day's leave. Since her friend has been unwell and requires support, Varsha decides to apply for an additional day's leave. Considering the purpose and duration of leave, select the type of leave Varsha should apply for. 1 mark
(a) Earned leave
(b) Medical leave
(c) Casual leave
(d) Maternity leave

Q30. Which characteristic of Human Resource Management deals with providing competent employees to an organisation, both now and in the future? 1 mark

Q31. The Human Resource Department at Harry & Sons wants to reduce subjective bias while evaluating the performance of each worker and comparing the results. Which one of the following would be MOST suitable to appraise the workers at Harry & Sons? 1 mark
(a) Appraisal of performance based on achievement of targets.
(b) Workers' performance evaluated by their immediate supervisors.
(c) Feedback on performance collected from self, superiors, subordinates and peers.
(d) Workers rated in fixed performance categories such as excellent, good, satisfactory and poor.

Q32. Select the preliminary step in the procedure of Staff Dismissal. 1 mark
(a) Holding of an enquiry
(b) Issuing of a written charge sheet
(c) Issuing of a notice of enquiry
(d) Receipt of an explanation

Q33. [context: picture of colleagues congratulating Ms. Roy ('Well done Ms. Roy! Keep it up!', 'Superb! I'm really happy for you.') as she says 'Finally! I have achieved it.']
Identify the factor indicated in the above image as per the Two-factor theory of Herzberg. 1 mark



Q34. Welcoming a new employee in an organisation with a firm handshake / 'namaste' is an example of _____ communication. 1 mark

Q35. [context: Anandita (invested ₹20,00,000) and Rukhsana (invested ₹30,00,000) started a business on a verbal understanding and agreed to share the financial outcomes equally despite unequal capital.]
Identify the form of business set up by Anandita and Rukhsana. 1 mark

Q36. [context: Anandita (invested ₹20,00,000) and Rukhsana (invested ₹30,00,000) started a business on a verbal understanding and agreed to share the financial outcomes equally despite unequal capital.]
If Anandita decides to leave the business in future, can Rukhsana continue business in the same form? Justify your answer by giving a reason. 1 mark

Section C

Four long-answer questions of 8 marks each (32 marks). Q12 is always a scenario-based business letter / e-mail to be drafted (8 marks; extracted as q_type case_study so it fills this slot); the other three are split into 4- and 2-mark parts (e.g. 'briefly explain' four terms) and a passage/data-based case study with 1-2 mark parts. Internal choice in one question.

Q37. Madhuban Verma applied for the post of a Choreographer at Twist & Turn Dance Academy. At the end of the selection procedure, the panel found him suitable for the position.
Draft an email from Twist & Turn Dance Academy to Madhuban Verma informing him about the final approval of the management. 8 marks

Q38. ABC Ltd., a well-known IT firm has opened a new branch in Ahmednagar. In order to maintain their standards, the Company is committed to hiring the best brains in the field. 4 marks
As the HR Manager of ABC Ltd., suggest any two strategies that the firm can use to attract suitable candidates. Justify your suggestion.

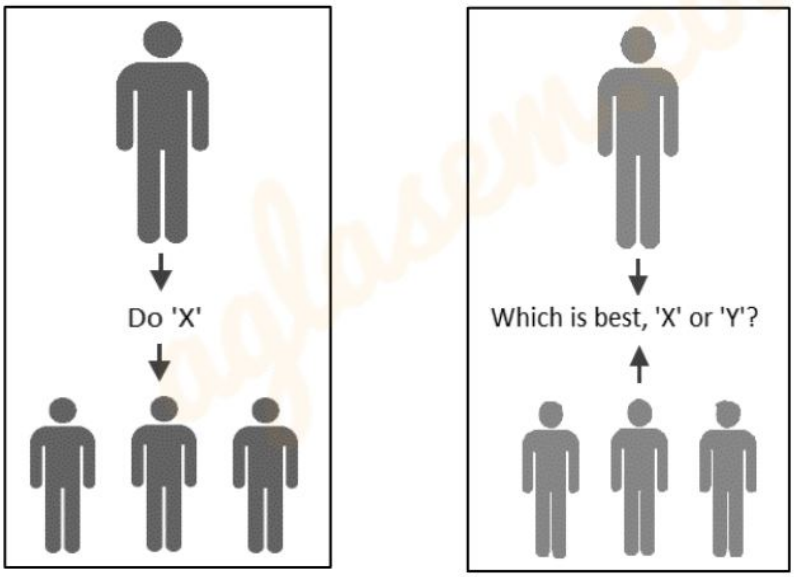
Q39. Briefly discuss: Group Life Insurance 2 marks

Q40. Briefly explain: Retainership 2 marks

Q41. Briefly explain the significance of the following step in the employee selection process: Placement 2 marks

Q42. With reference to staff benefits, explain NPS. 2 marks

Q43. [context: two images A and B depict two different styles of leadership.] 2 marks
State any one feature of each of the above styles of leadership.



A B

Q44. [context: Annie and Naveen are fresh engineering graduates at Scottish Automobile Ltd. Annie wants to introduce changes in production but is hesitant to discuss her ideas with her superior Mr. Shah, so she discusses them with Naveen; Naveen presents a PowerPoint on Annie's ideas to Mr. Shah in the monthly review meeting.] 2 marks
Name and explain the type of communication between Annie and Naveen.

Q45. Briefly explain the significance of the following step in the employee selection process: Reference check 2 marks

Q46. [context: IBM's CEO Arvind Krishna says employees who work from home may be equally productive in the short term but their careers suffer — moving to another role is less likely because nobody observes them in another context, and remote workers do not acquire skills such as dealing with difficult clients.] 2 marks
Explain the two ways by which an employee can be moved from one position / department to another in an organisation.

Q47. With reference to staff benefits, explain Gratuity. 2 marks

Q48. A manufacturing company files its GST returns and pays taxes through the official public portal of the income tax department.
Which type of online transaction does this represent? 1 mark

Q49. _____ means integrating the economy of a country with the world economy. 1 mark

Built by GuessPaper from repetition analysis of past board and official sample papers. Practise every chapter too — the full syllabus is examinable. Online version: guesspaper.app/isc/class-12/business-studies/guess-paper/

guesspaper.app