1. Describe any two ways of mobilizing resources.
Ans: Mobilization of Natural Resources
India, though a country with sufficient reserves, due to policy bottlenecks, is importing coal and iron. This is increasing our Current Account Deficit.

Mobilization of Human Resources
- Organizing human potential for ready use is necessary for growth of India. In-fact, as country of 125 crore people, India now is eyeing more on its human resource potential. The demographic dividend is also in favour of India.
- Mobilization of human resources highlights the need to empower human resources.
- Weaker sections like women, children, SC, ST, OBC etc should be brought into mainstream.
- There should be right employment opportunities for human resources, and when there is lack of skill the job demands, there should be skill development programs.
- Utilize the demographic dividend.
- India is currently leveraging its technologists – engineers, doctors and scientists.

Mobilization of Financial Resources
If a country needs to grow, more goods and services should be produced. The production can be done by government sector, private sector or in PPP mode. But for that, the economic resources of a country should be mobilised.

In India, despite having good savings rate, domestic investment is less. Indians are investing in less productive assets like gold and consumer durable. If India needs to grow, there should be more investments in agriculture, manufacturing or services.
- In India, tax collected is very less. The tax base has to be widened.
- Four factor of production- land, labour, capital and organization – should come to together. There should be an atmosphere for growth and investment.
- Organizations do not “spontaneously emerge” but require the mobilization of resources.
- In modern capitalistic society, these resources are more “free flowing” and are easier to mobilize than in more traditional societies. Many factors impact the development of the organization.
- Initial Resource Mix: There are various resource needs in a starting organization (technology, labor, capital, organizational structure, societal support, legitimacy, etc.). But the right mix of resources are not always available.
- The most important resource of an organization is it’s people.
- More savings and more productive investment.

2. State two financial rules that a school needs, and explain the significance of the rules.
Ans: The school head is responsible for the overall management of the school. Therefore she/he is in charge of the safety and development of all the different types of resources of the school. As we all know financial resources of any organisation, be it a school or any other institution, are indispensable for the day-to-day functioning and growth of the organisation.

For generating sources of income
The school head must know about the entitlement of his school regarding public funds. How much money should reach the school and by which time, should be known to him/her. Again the fees structure which she is permitted to enforce, the amount of money s/he can collect from different sources, providing proper information regarding this and if necessary seeking permission before collecting money or generating a source of income, maintaining proper account of the money collected, etc. should be the concern of the school head. The school head has to be well versed with the financial rules and their implications for generating sources of Income.

For ensuring proper compensation to the school personnel
The teaching and non-teaching staff have to be paid their dues regularly and properly. Not only the salary but also other payments due to them like medical reimbursement, house building or other types of loans, travelling expenses, payment for working overtime, various other types of allowances, increments as well as deductions from salary for repayment of loans, loss of property like library books, etc. have to be taken care of in a proper way. Underpayment i.e. payment less than what is actually due, not only strongly demotivates the staff but is also a potential source of future litigations. Similarly for overpayments, the school would be held responsible.

For efficient management of financial resources, Among the different types of resources of a school, financial resources are not only to be efficiently managed but also safeguarded, against any sort of misuse. The Principal of the school has to ensure that there is proper allocation of the funds. There are several issues related to the financial management of schools an for effectively dealing with all these issues the school head has to be aware of the existing financial rules. For instance, the funds earmarked for specific purposes should not be utilised for other purposes. Expenses on several heads are often checked by a maximum ceiling beyond which incurring expenses is not permitted by the rules that are in vogue. The head of the school has to be vigilant against expenses not by the rules of the institution. Similarly, incurring expenses above the limit to be avoided. In the same way it the responsibility of the sch the funds received as grants, aids, donations or those school do not lie unused but are put into use institution have to be put to proper and the development of the school.

3. Why is internal auditing important for a school?
Ans: The objectives of school council financial audits are to provide reasonable assurance:
- over the financial activities under direct control of school councils and the financial governance and financial management of the school
- that the school financial report presents fairly, in all material respects, the school’s financial position and financial performance
- that the school financial report has been prepared in accordance with the Department’s Finance Manual for Victorian Government Schools and other financial guidelines/instructions relevant to schools’ financial reporting.

The audits are also intended to: