



UGC NET HRM & LW- Previous Years Question Papers

In any UGC NET exam, you will find large number of questions appearing from previous papers. So whatever sources/books/websites/coaching you are preparing from, going through previous papers is a MUST.

So, how to make best use of these question papers? Start solving papers one by one. While solving each question, try to understand the “entire concept” not just the given “question”. For example, if question is:

The distinct patterns of self-perceived talents, attitudes, motives and values that direct and stabilize an individual’s career are called

(A) Career Planning (B) Career Goals (C) Career Anchors (D) Career Paths

Now do not just look for the Answer (Option C)? Also find out, what exactly are these terms? What does each term mean and what all is included in its description? Do not just solve the particular question...Learn the Concept...Questions will not repeat in next exam...Concepts will repeat...You should be equipped to handle any question on career, just because you did one question.

Please mind it that, it will take time. May be 8-10 hours for each paper.... But if you attempt all previous years’ papers with this approach, no one can stop you from getting very good score in UGC NET.

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Answer Q1 and Q2 based upon the given passage

Ethics refer to the principles of conduct governing an individual or a group; specifically, the standard one uses to decide what one's conduct should be. Making ethical decisions always involves normative judgements. Ethical decisions always involve questions of morality which is society's highest accepted standards of behavior. Moral standards guide behaviors of the most serious consequence to society's wellbeing. Authoritative bodies like legislatures cannot change what morality means. Moral judgements also trigger strong emotions. Violating moral standards may therefore make someone feel ashamed or remorseful. Asking 'Is what I am doing legal?' would not necessarily reveal if it is ethical. Firing a 39 year- old employee with 20 years' tenure without cause may be legal but some would view it as unethical. Ethics means making decisions that represent what you stand for, not just what the laws are.

1.) Which among the following is not a characteristic of ethical decision?

- (A) It can be change by legislatures.
- (B) It should lead to most serious consequences to make society's wellbeing.
- (C) It should involve question of morality.
- (D) It evokes strong emotions.

2.) Which among the following cannot be a parameter of being called ethical?

- (A) Decisions involving normative judgements
- (B) Standard one uses to decide what one's conduct should be
- (C) Conduct governing an individual or group
- (D) Decisions involving authoritative judgements

3.) Which of the following is not correctly matched ?

- (A) Job enlargement - Horizontal expansion of job
- (B) Job analysis — Deciding the content of job and relationship
- (C) Job enrichment - Vertical loading of job
- (D) Job classification — Grouping of job on some specified basis

4.) "A process by which an organization responds to employee needs for developing mechanisms to allow them to share fully in making decisions that design their lives at work" is called

- (A) Social Security

- (B) Career Planning
- (C) Performance Management
- (D) Quality of Work Life

5.) Who have coined the term “strategic intent” to refer to the determination of an organisation to achieve goals that are out of all proportion to their resources and capabilities ?

- (A) John W, Meyer and W. Richard Scott
- (B) David Nadler and Michael
- (C) Tom Burns and G.M. Stalker
- (D) Gary Hamel and C.K. Prahalad

6.) Who among the following can be appointed as the authority to hear and decide any claims arising out of deductions from wages or delay in payment of wages under the Payment of Wages Act, 1936?

- (i) Any Commissioner for Employees’ Compensation Act
- (ii) Any Regional Labour Commissioner appointed by the Central Government
- (iii) Any Assistant Labour Commissioner appointed by the Central Government
- (iv) Any Assistant Labour Commissioner appointed by the State Government with at least two years of experience
- (v) A Judge of a Civil Court

Options

- (A) (i), (ii), (iii) and (iv)
- (B) (ii), (iii), (iv) and (v)
- (C) (i), (ii), (iv) and (v)
- (D) (i), (iii), (iv) and (v)

7.) Given below are two statements, one labelled as Assertion and the other labelled as Reason, Read the statements and choose the correct answer using the code given below.

Assertion “A”: Principle of Compulsory Arbitration leads to an authoritarian imposition of terms and conditions of employment and suppresses the possible self-governance in industries.

Reason “R”: In a democratic society, industrial democracy, implying collective and joint determination of the terms and conditions of employment and settlement of their disputes, should prevail without any outside interference.

Code:

- (A) Both “A” and “R” are correct and “R” is the correct explanation of “A”.
- (B) Both “A” and “R” are correct, but “R” presents only one-sided view to justify “A”.
- (C) “A” is correct, but “R” is wrong.
- (D) “A” is wrong, but “R” is correct.

8.) Information relating to which one of the following is not covered under job specification ?

- (A) Experience
- (B) Job identification
- (C) Training
- (D) Education

9.) Who has given the system theory of organisation ?

- (A) Chester Barnard
- (B) Elton Mayo
- (C) Laurence Peter
- (D) Frank and Lillian

10.) Who is the present leader of the Labour Party, UK ?

- (A) Ed Miliband
- (B) Sally Hunt
- (C) Mary Bousted
- (D) Jeremy Bernard Corbyn

11.) The determination of the basic long-term objectives of an organisation/enterprise and the adoption of courses of action and allocation of resources necessary to achieve goals is called

- (A) Policy
- (B) Procedure
- (C) Goal
- (D) Strategy

12.) Match the provisions provided under the Directive Principles of State Policy given in List 1 with the respective Articles under which they are covered given in List 11 :

List I

- (a) Equal pay for equal work for both men and women
- (b) Participation of workers in management of industries
- (c) Public assistance in cases of unemployment, old age, sickness and disablement
- (d) Just and humane conditions of work

List II

- (i) Article 39
- (ii) Article 42
- (iii) Article 43 A
- (iv) Article 41

Code:

- (A) (a)-(i), (b)-(iii), (c)-(iv), (d)-(ii)
- (B) (a)-(iii), (b)-iv), (c)-i), (d)-ii)
- (C) (a)-(iv), (b)-(ii), (c)-(i), (d)-(iii)
- (D) (a)-(ii), (b)-(i), (c)-(iii), (d)-(iv)

13.) Who among the following introduced Quality Control in Japan?

- (A) Laurence Peter
- (B) Robert R. Blake
- (C) W Edwards Deming
- (D) Thomas Peters

14.) What is the minimum number of days an employee should have served in an accounting year to be entitled for receiving bonus under the Payment of Bonus Act, 1965?

- (A) One hundred days
- (B) Sixty days
- (C) Thirty days
- (D) Ninety days

15.) Which of the following statements relating to the recommendations of the Second National Commission on Labour are correct ?

- (i) The Commission recommended that the ITIs need to run market-driven courses, review, and if necessary, revise curriculum every 5 years to keep them contemporary.
- (ii) The Commission recommended for a Skill Development Fund.
- (iii) The Commission recommended the some ITIs may be selected, on a pilot basis, for development into institutes of excellence.

Code :

- (A) (ii) and (iii) only
- (B) (i) and (ii) only
- (C) (i) and (iii) only
- (D) (i), (ii) and (iii)

16.) Which of the following statements relating to representation of parties under the provisions of The Industrial Disputes Act, 1947 is not correct?

- (A) Any employer who is a party to a dispute shall be entitled to be represented in any proceeding under the Act by an officer of an association of employers of which he is a member.
- (B) A workman who is a party to a dispute shall be represented in any proceeding under the Act by any office bearer of a registered trade union of which he is a member.
- (C) A party to a dispute may be represented by a legal practitioner with the consent of the other parties in any proceeding before a Labour Court or Tribunal.
- (D) Any of the parties can be represented by legal practitioner in any conciliation proceedings.

17.) The American Federation of Labour was established in the year

- (A) 1887
- (B) 1884
- (C) 1886
- (D) 1885

18.) Which of the following Schedules of the Constitution of India has provided the three lists namely Union List, State List and Concurrent List for making laws by the Parliament and by the legislatures of the States?

- (A) Seventh Schedule
- (B) Sixth Schedule
- (C) Fourth Schedule
- (D) Eighth Schedule

19.) Match the following:

List I Type of Unions

- (a) Craft Unions
- (b) Industrial Unions
- (c) General Unions

List II Example

- (i) The International Woodcarvers' Association
- (ii) Tata Workers' Union
- (iii) Jamshedpur Labour Union

Code:

- (A) (a)-(i), (b)-(ii), (c)-(iii)
- (B) (a)-(iii), (b)-(ii), (c)-(i)
- (C) (a)-(ii), (b)-(i), (c)-(iii)
- (D) (a)-(i), (b)-(iii), (c)-(ii)

20.) An organisation that provides autonomy to its business units operating in other countries, is called

- (A) Transnational Corporation
- (B) International Corporation
- (C) Multinational Corporation
- (D) Global Corporation

21.) Which of the following statements are true/false?

- (i) The First Industrial Policy Resolution in India was introduced in 1948.
- (ii) The Indian Parliament accepted the 'socialist pattern of society' as the national objective of its social and economic policy in December 1955.
- (iii) The Second Industrial Policy Resolution in India was made in 1956.
- (iv) Under the Second Industrial Policy Resolution, industries were classified into three categories on the basis of the role the State would play in each of them.

Code:

- (A) (iii) and (iv) are true and (i) and (ii) are false
- (B) (i), (ii), (iii) are true and (iv) is false
- (C) (i), (iii), (iv) are true and (ii) is false
- (D) (i) and (ii) are true and (iii) and (iv) are false.

22.) Which of the following statements relating to the Model Standing Orders are correct?

- (i) The Model Standing Orders classify workers into six categories.
- (ii) According to the Model Standing Orders, in order to terminate the employment of a permanent monthly rated worker, the employer has to give one month's notice in writing or pay in lieu thereof.
- (iii) The Model Standing Orders provide a list of acts and omissions, which are to be treated as misconducts.
- (iv) The Model Standing Orders provide that every permanent worker shall be entitled to a service certificate at the time of dismissal, discharge or retirement from service.

Code:

- (A) (i), (iii) and (iv)
- (B) (ii), (iii) and (iv)
- (C) (i), (ii), (iii) and (iv)
- (D) (i), (ii) and (iii)

23.) Which of the following conventions of the ILO was ratified by the Government of India in the year 2017 ?

- (A) Forced Labour Convention (No. 29)
- (B) The Minimum Age for Admission to Employment (Convention No. 138)
- (C) Discrimination (Employment/Occupation) Convention (No. III)
- (D) Freedom of Association and Right to Organise (Convention No. 87)

24.) Match the provisions given under List I with the respective legislations under which they are covered as given under List II.

List I

- (a) Subsistence Allowance
- (b) Compulsory Insurance
- (c) Scheduled Employment
- (d) Recovery Officer

List II

- (i) The Payment of Gratuity Act, 1972
- (ii) The Minimum Wages Act, 1948
- (iii) The Industrial Employment (Standing Orders) Act, 1946
- (iv) The Employees Provident Fund and Miscellaneous Provisions Act, 1952

Code:

- (A) (a)-(i), (b)-(ii), (c)-(iv), (d)-(iii)
- (B) (a)-(ii), (b)-(iv), (c)-(iii), (d)-(i)
- (C) (a)-(iv), (b)-(iii), (c)-(i), (d)-(ii)
- (D) (a)-(iii), (b)-(i), (c)-(ii), (d)-(iv)

25.) Who among the following was the Founder President of the International Trade Union Confederation (ITUC)?

- (A) Pascal Lamy
- (B) Sharan Burrow
- (C) Guy Ryder
- (D) Jeremy Bentham

26.) The distinct patterns of self-perceived talents, attitudes, motives and values that direct and stabilize an individual's career are called

- (A) Career Planning
- (B) Career Goals
- (C) Career Anchors
- (D) Career Paths

27.) Under the provisions of the Bonded Labour System {Abolition) Act, 1978, what is the extent of punishment for a person, who compels any person to render any bonded labour ?

- (A) Imprisonment for a maximum term of five years and also with fine which may extend to five thousand rupees.
- (B) Imprisonment for a maximum period of two years and also with fine which may extend to three thousand rupees.
- (C) Imprisonment for a maximum period of three years and also with fine which may extend to four thousand rupees.
- (D) Imprisonment for a maximum term of three years and also with fine which may extend to two thousand rupees.

28.) Match the following:

Labour Law Term

- (a) Puisne
- (b) Ratio decidendi
- (c) Res judicata

Meaning

- (i) Junior or subordinate
- (ii) The ground decision
- (iii) A thing decided

Code:

- (A) (a)-(ii), (b)-(i), (c)-(iii)
- (B) (a)-(iii), (b)-(ii), (c)-(i)
- (C) (a)-(i), (b)-(iii), (c)-(ii)
- (D) (a)-(i), (b)-(ii), (c)-(iii)

29.) The right delegated to an individual or a department to control specified processes, practices, policies or other matters relating to activities undertaken by persons in other departments is called

- (A) Delegation of power
- (B) Centralization of power
- (C) Empowerment of employees
- (D) Functional authority delegation

30.) If there is a dispute regarding the subsistence allowance payable to a workman under the provisions of the Industrial Employment (Standing Orders Act, 1946, then workman or the employer concerned may refer the dispute to

- (A) The Labour Court constituted under the Industrial Disputes Act, 1947
- (B) The Labour Commissioner
- (C) The Certifying Officer
- (D) Industrial Tribunal constituted under the Industrial Disputes Act, 1947

31.) A strike that is conducted with a view to force an employer to recognise or bargain with a particular trade union instead of another is known as

- (A) Political strike

- (B) General strike
- (C) Jurisdictional strike
- (D) Ordinary strike

32.) The British Trades Union Congress was formed in the year

- (A) 1888
- (B) 1878
- (C) 1868
- (D) 1858

33.) Provisions relating to rehabilitation and re-employment schemes for employees are provided under which of the following legislations?

- (A) The Contract Labour (Regulation and Abolition) Act, 1970
- (B) The Employees' Compensation Act, 1923
- (C) The Employees' State Insurance Act, 1948
- (D) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

34.) Who suggested that changes in organisations occur in three phases called unfreezing, changing and refreezing?

- (A) Noel Tichy
- (B) Kurt Lewin
- (C) David Nadler
- (D) Gary Hamel

35.) In which type of strike, some of the union workers are posted at the factory gate for the purpose of watching and dissuading those who go to work?

- (A) Stay away strike
- (B) Cat-call strike
- (C) Protest strike
- (D) Picketing

36.) An order issued to public officials and public bodies to carry out their legal duties is known as

- (A) Mandamus
- (B) Quo warranto
- (C) Certiorari
- (D) Res judicata

37.) What is the minimum amount of compensation payable to an employee who is permanently and totally disabled from an injury by accident arising out of and in course of employment under The Employees' Compensation Act, 1923?

- (A) Rs. 1,50,000
- (B) Rs. 1,60,000
- (C) Rs. 1,30,000
- (D) Rs. 1,40,000

- 38.) A firm engaging in social actions in response to some popular social needs is called
- (A) Social responsibility
 - (B) Social obligations
 - (C) Social responsiveness
 - (D) Social action
- 39.) The behaviour of a person under the Adult ego state under Transactional Analysis is
- (A) Protective and critical
 - (B) Impulsive and emotional
 - (C) Rational and logical
 - (D) Evaluative and judgmental
- 40.) In the context of Human Resource Management 'Head Hunting' refers to which of the following?
- (A) Training
 - (B) Compensation
 - (C) Retrenchment
 - (D) Recruitment
- 41.) Given below are two statements, one labelled as Assertion and the other labelled as Reason. Read the statements and choose the correct answer using the code given below.
- Assertion "A": In India, inequality between contracting parties in employment relationship have warranted third party intervention.
- Reason "R": As a custodian of the broader social interest, the government has to ensure that the economic needs of the community are satisfied by an uninterrupted flow of goods and services.
- Code:
- (A) "A" is correct, but "R" is wrong.
 - (B) Both "A" and "R" are true, but "R" is not the correct explanation of "A".
 - (C) "A" is wrong, but "R" is correct.
 - (D) Both "A" and "R" are true and "R" is the correct explanation of "A".
- 42.) Theory 'Y' of Motivation assumes that
- (A) A person works only when coerced
 - (B) An average employee cannot be motivated
 - (C) A person has inherent dislike for work
 - (D) People do not hate work
- 43.) Which of the following core conventions of the International Labour Organisation has not been ratified by India?
- (A) Abolition of Forced Labour Convention No. 105
 - (B) Freedom of Association and Right to Organise Convention No. 87
 - (C) Minimum Age Convention No. 138

(D) Equal Remuneration Convention No. 100

44.) Given below are two statements, one labelled as Assertion and the other labelled as Reason. Read the statements and choose the correct answer using the code given below.

Assertion "A": Structural unemployment creates a great deal of concern and dominates the policy discussions.

Reason "R": Structural unemployment arises because of mismatch between the skills that workers are supplying and the skills that firms are demanding.

Code:

- (A) "A" is correct, but "R" is wrong.
- (B) "A" is correct and "R" explains "A".
- (C) "A" is correct and "R" is not a proper explanation of "A".
- (D) "R" is wrong and therefore "A" cannot be said to be a correct assumption.

45.) The Trades Union Congress, U.K. is affiliated to

- (A) World Federation of Trade Unions
- (B) International Federation of Christian Unions
- (C) International Trade Union Confederation
- (D) International Confederation of Free Trade Unions

46.) Which among the following is not an objective of Labour Welfare?

- (A) To combat the influence of outside agencies on employees
- (B) Avoiding payment of taxes on surplus
- (C) Desire to show-off and advertise concern for labour
- (D) To further the political interests of employers

47.) Which of the following approaches of leadership focuses on 'personal competence' and 'social competence'?

- (A) Trait theory of leadership
- (B) Charismatic leadership approach
- (C) Situational approach of leadership
- (D) Emotional intelligence approach

48.) Which of the statements relating to the protected workman is not correct under the Industrial Disputes Act, 1947?

- (A) It is limited to the executives or office bearers of registered trade unions connected with the establishment.
- (B) The minimum number of protected workmen is limited to 10.
- (C) It shall be limited to one percent of the total number of workmen employed.
- (D) The maximum number of protected workmen is limited to one hundred.

49.) Which of the following statements relating to the Second Industrial Truce Resolution are correct?

- (i) It was passed in 1962

(ii) It emphasised that all disputes should be settled through adjudication, especially those relating to dismissal, discharge and retrenchment of workers.

(iii) It emphasised that all disputes should be settled by voluntary arbitration, especially those relating to dismissal, discharge and retrenchment of workers.

Choose the correct answer from the code given below:

Code:

Options

- (A) (ii) and (iii)
- (B) (i), (ii) and (iii)
- (C) (i) and (iii)
- (D) (i) and (ii)

50.) What is the time period within which a complaint relating to an offence has to be made before a court from the date on which the alleged commission of the offence came to the knowledge of the inspector or authorised person concerned under the provisions of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979?

- (A) Two months
- (B) Three months
- (C) One month
- (D) Six months

51.) The first Wage Board in India was established for which of the following industries?

- (A) Textile
- (B) Iron and steel
- (C) Cement
- (D) Coal

52.) Which among the following is not a determinant of supply of labour ?

- (A) Non-wage aspects of the job
- (B) Other wage rates
- (C) Number of firms
- (D) Non-wage income

53.) The Committee of Experts on Welfare Facilities for Industrial Workers constituted by ILO in 1963 had divided Labour Welfare Services in two groups, Intra mural and Extra-mural.

Which among the following is not an Extra-mural welfare amenity ?

- (A) Leave travel facilities
- (B) Maternity benefit
- (C) Occupational safety
- (D) Social insurance measures including sports

54.) Under the provisions of the Maternity Benefits Act, 1961 every woman employee who joins duty after delivery of a child shall be entitled to nursing breaks until the child attains the age of

- (A) Fifteen months

- (B) Twelve months
- (C) Twenty-four months
- (D) Eighteen months

55.) The Directive Principles of State Policy as contained in the Constitution of India provide for a number of Articles.

Provision for just and human conditions of work and maternity relief is contained under which Article of the Constitution?

- (A) Article 40
- (B) Article 42
- (C) Article 41
- (D) Article 43

56.) Who among the following is associated with the idea that “The human personality progresses along a continuum from immaturity as an infant to maturity as an adult”

- (A) Erik Erikson
- (B) Chris Argyris
- (C) Sigmund Freud
- (D) Daniel Levinson

57.) Given below are two statements, one labelled as Assertion and the other labelled as Reason. Read the statements and choose the correct answer using the code given below.

Assertion “A”: Imperfections existing in the employment markets are the causative factor for wage differentials.

Reason “R”: In developed countries, inter-industry wage differentials are narrowing.

Code:

- (A) Both “A” and “R” are correct, but “R” is not the correct explanation of “A”
- (B) Both “A” and “R” are wrong.
- (C) Both “A” and “R” are correct and “R” is the correct explanation of “A”
- (D) “A” is correct, but “R” is wrong.

58.) Related to group, when the tendency for individuals to expend less effort when working collectively than when working individually is called

- (A) Group conflict
- (B) Social loafing
- (C) Group cohesiveness
- (D) Group think

59.) Consider the following :

- (i) Supportive leadership behaviour
- (ii) Participative leadership behaviour
- (iii) Instrumental leadership behaviour
- (iv) Achievement- Oriented leadership behaviour

The above leadership behaviours are related to which of the following

- (A) Managerial grid approach of leadership
- (B) Fiedler's contingency model of leadership
- (C) Situational theory of leadership
- (D) Path-goal approach of leadership

60.) Arrange the following unions in a chronological order, on the basis of the years of their establishment in USA, starting from the oldest.

- (i) International Brotherhood of Electrical Workers, USA
- (ii) United Auto Workers, USA
- (iii) Transport Workers Union of America

Code:

- (A) (i), (ii), (iii)
- (B) (ii), (i), (iii)
- (C) (iii), (i), (ii)
- (D) (i), (iii), (ii)

61.) Who has been referred to as the 'Father of Personnel Management'?

- (A) Peter Drucker
- (B) Robert Owen
- (C) Max Weber
- (D) Louis A. Allen

62.) A situation in which the parties to a conflict, each desire to satisfy fully the concern of all parties is known as

- (A) Collaborating
- (B) Competing
- (C) Compromising
- (D) Accommodating

ANS. A.

63.) Under the provisions of the Trade Union Act, 1926, what is the maximum amount of fine to be imposed for supplying false information regarding Trade Unions ?

- (A) One hundred fifty rupees
- (B) Two hundred fifty rupees
- (C) One hundred rupees
- (D) Two hundred rupees

64.) Out of the following activities of trade unions, which are considered as social activities ?

- (i) Initiating and developing workers' education scheme.
- (ii) Running cooperatives.
- (iii) Organizing welfare and recreational activities such as mutual insurance, providing monetary and other help during periods of strikes and economic distress.

Code:

- (A) (i) and (ii) only

- (B) (i) (ii) and (iii)
- (C) (i) and (iii) only
- (D) (ii) and (iii) only

65.) Any person aggrieved by the decision of the Apprenticeship Advisor, relating to a dispute between an employer and an apprentice arising out of contract of apprenticeship, may prefer an appeal against the decision to which of the following under the Apprenticeship Act, 1961?

- (A) The All India Council
- (B) The Apprenticeship Council
- (C) The National Council of Technical Education
- (D) The National Council

66.) Who among the following are eligible for appointment as Presiding Officers of the Employees Provident Fund Appellate Tribunal ?

- (i) A Judge of a High Court
- (ii) A District Judge
- (iii) An Additional District Judge with at least three years of experience in the grade
- (iv) An Officer of Indian Legal Service with five years of experience in Grade III

Choose the correct answer from the code given below :

Code:

- (A) (i), (ii) and (iii) only
- (B) (i), (ii) and (iv) only
- (C) (i) and (ii) only
- (D) (i), (ii), (iii) and (iv)

67.) Given below are two statements, one labelled as Assertion and the other labelled as Reason (R). Read the statements and choose the correct answer using the code given below.

Assertion "A": Some of the earliest pieces of legislation in India appear to have been enacted to protect the interest of the employers.

Reason "R": The policy of the Government was to protect the social system rather than to protect the workmen.

Code:

- (A) "A" is correct, but "R" is wrong and "R" is the correct explanation of "A".
- (B) "A" is correct, but "R" is wrong.
- (C) Both "A" and "R" are wrong.
- (D) Both "A" and "R" are correct.

68.) Given below are two statements, one labelled as Assertion and the other labelled as Reason, Read the statements and choose the correct answer using the code given below.

Assertion "A": Violation of moral standards makes someone feel remorseful.

Reason "R": In the event of violation of moral standards, inner sense of guilt starts haunting.

Code:

- (A) "A" is correct, but "R" is wrong.

- (B) "A" is wrong, but "R" is correct.
- (C) Both "A" and "R" are correct and "R" is the correct explanation of "A".
- (D) Both "A" and "R" are correct, but "R" is not the correct explanation of "A".

69.) The six stages of training evaluation model suggested by Brinkerhoff given below are jumbled up. Choose the alternative which gives the correct sequence from the codes given below :

- (i) Programme Design
- (ii) Goal Setting
- (iii) Immediate Outcomes
- (iv) Impact and Worth
- (v) Intermediate on Usage Outcomes
- (i) Programme Implementation

Code :

- (A) (ii), (i), (v), (iii), (vi), (iv)
- (B) (i), (ii), (iv), (iii), (v), (vi)
- (C) (ii), (i), (iii), (v), (iv), (vi)
- (D) (ii), (i), (vi), (iii), (v), (iv)

70.) Which one of the following statements is correct to the 'Rajiv Gandhi Shramik Kalyan Yojna' scheme provided under the Employees' State Insurance Act, 1948 ?

- (A) The allowance is payable for a maximum period of six months in one spell or different spells.
- (B) The rate of unemployment allowance is at the rate of 50% of the daily wages.
- (C) The minimum period of unemployment in a spell should be fifteen days for entitlement of the benefit.
- (D) The unemployed person should have contributed to the scheme for at least five years prior to loss of employment.

71.) Matrix organisation is the combination of

- (A) Functional organisation and Product organisation
- (B) Project and Line organisation
- (C) Project and Functional organisation
- (D) Line and Staff organization

72.) Match the contents of different schedules given in List I with their respective schedules given in List II under the provisions of the Factories Act, 1948.

List I

- (a) Permissible levels of certain chemical substances
- (b) List of Notifiable Disease
- (c) List of Industries involving hazardous processes in work environment

List II

- (i) First Schedule
- (ii) Second Schedule
- (iii) Third Schedule

Code:

- (A) (a)-(i),(b)-(ii), (c)-(iii)
- (B) (a)-(ii), (b)-(i), (c)-(iii)
- (C) (a)-(iii), (b)-(i), (c)-(ii)
- (D) (a)-(ii), (b)-(iii), (c)-(i)

73.) A general impression of an individual that is influenced by single characteristic is called

- (A) Halo effect
- (B) Personal prejudice
- (C) Stereotyping
- (D) Group effectiveness

74.) The Directive Principles of State Policy as contained in the Constitution of India provide for a number of Articles.

“Securing and protecting effectively a social order in which justice shall inform all institutions of national life” is contained under which Article of the Constitution ?

- (A) Article 38
- (B) Article 41
- (C) Article 43A
- (D) Article 37

75.) Which of the following features relating to the Participation of Workers in Management Bill introduced in the year 1990 are correct ?

- (i) This was the first comprehensive legislative effort towards promotion of workers’ participation in management.
- (ii) The Bill envisaged a two-tier system of participation in management.
- (iii) It proposed to delete Section 3 of the Industrial Disputes Act concerning the Works Committee.
- (iv) It proposed for appointment of Inspectors.

Choose the correct answer from the code given below:

Code:

- (A) (ii), (iii) and(iv)
- (B) (i), (ii) and (iv)
- (C) (i), (ii) and (iii)
- (D) (i), (iii) and (iv)

76.) An adolescent worker employed in a factory who has not attained the age of seventeen years but has been granted a certificate of fitness shall not be allowed to work between

- (A) 9 pm to 5 am
- (B) 7 pm to 6 am
- (C) 8 pm to 5 am
- (D) 8 pm to 6 am

77.) A leadership theory which proposed that effective group performance depended on the proper match between a leader’s style and degree to which the situation allowed the leader to control and influence is called

- (A) Path goal theory
- (B) Trait theory
- (C) Situational theory
- (D) Fiedler's contingency model

78.) Which one of the following is not a modern method of performance appraisal?

- (A) 360
- (B) M.B.O.
- (C) BARS
- (D) Ranking method

79.) In which of the following establishments was the Equal Remuneration Act, 1976 first enforced?

- (A) Hospitals, Nursing homes and Dispensaries
- (B) Plantations covered under the Plantation Labour Act, 1951
- (C) Mines covered under the Mines Act, 1952
- (D) Local Authorities

80.) Who among the following made significant contributions to early unions of Great Britain ?

- (i) Francis Blake
- (ii) Robert Owen
- (iii) Sidney and Beatrice Webb
- (iv) Pelloutier

Code:

- (A) (i), (iii) and (iv)
- (B) (i), (ii) and (iv)
- (C) (ii), (iii) and (iv)
- (D) (i), (ii) and (iii)

81.) Under the provisions of the Contract Labour (Regulation and Abolition) Act, 1970, what is the time period within which a case is to be filed for an offence punishable under the Act from the date on which the alleged commission of offence came to the knowledge of an inspector?

- (A) Three months
- (B) Six months
- (C) Four months
- (D) Two months

82.) An ideal wage system should fulfil certain characteristics. Which among the following is *not* a characteristic of an ideal wage system?

- (A) It should be conducive to the interests of both the parties — the employer and the employees.
- (B) It should develop harmonious relationship between parties.
- (C) It should be fairly complex and rigid.
- (D) It should be capable of providing certain incentives to workers necessary to accelerate production.

83.) Which of the following statements relating to the All India Manufacturers' Organisation are correct?

- (i) It was set up in 1942
- (ii) It was set up under the leadership of M. Vishweswarayya.
- (iii) It was established to represent the trade and labour interests of the member firms in the medium and small sectors.

Choose the correct answer from the code given below:

Code:

- (A) (i) and (ii) only
- (B) (i) and (iii) only
- (C) (i), (ii) and (iii)
- (D) (ii) and (iii) only

84.) Among the following statements, which one is not true?

- (A) A decision may be legal, but may not be ethical.
- (B) Ethical decisions represent what one stands for.
- (C) Ethical decisions are always legal.
- (D) Ethical decisions involve questions of morality.

85.) A conscious change that occurs as a result of logic is called

- (A) Subsystem change
- (B) Planned change
- (C) Emergent change
- (D) Remedial change

86.) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 shall become applicable to an establishment engaged in building and construction work employing a minimum number of

- (A) Twenty building workers
- (B) Ten building workers
- (C) Thirty building workers
- (D) Fifty building workers

87.) Given below are two statements, one labelled as Assertion and the other labelled as Reason. Read the statements and choose the correct answer using the code given below.

Assertion "A": Trade unions have to change their own attitudes and activities to sustain themselves in future.

Reason "R": Trade unions have to change their attitude from antagonism to understanding and from militancy to mutual cooperation.

Code:

- (A) Both "A" and "R" are correct, but "R" is not an interpretation of "A".
- (B) "A" is correct, but "R" is wrong.
- (C) "A" is correct and "R" interprets "A".

(D) Both “A” and “R” are wrong.

88.) Which one of the following is not a quantitative method for forecasting supply of Human resource?

- (A) Regression Analysis
- (B) Markov Analysis
- (C) Goal Programming
- (D) Focus Group method

89.) Given below are two statements, one labelled as Assertion and the other labelled as Reason. Read the statements and choose the correct answer using the code given below.

Assertion “A”: Labour Welfare is a relative concept.

Reason “R”: This is so because it is related to time and space.

Code:

- (A) Both “A” and “R” are correct and “R” is the correct explanation of “A”.
- (B) “A” is wrong, but “R” is correct.
- (C) Both “A” and “R” are correct, but “R” is not the correct explanation of “A”.
- (D) “A” is correct, but “R” is wrong.

90.) What is the maximum percent of its total expenses from the ‘Building and Other Construction Workers’ Welfare Fund during a financial year that shall be met towards salaries, allowances and other remuneration to its members and other employees ?

- (A) Six and one-fourth percent
- (B) Ten percent
- (C) Five percent
- (D) Eight percent

91.) Which one of the following authorities is a subordinate office under the Ministry of Labour in India?

- (A) Labour Bureau
- (B) Directorate General, Employment and Training
- (C) Directorate General of Mines Safety
- (D) Directorate General, Factory Advice Service and Labour Institutes

92.) Two lists are given below. Match both the lists and choose the correct answer from the code given below:

List I

- (a) Programme Evaluation and Review Technique (PERT)
- (b) Managerial Role Approach
- (c) Application of Psychology to Industry and Management
- (d) Principles of Scientific Management

List II

- (i) F.W. Taylor
- (ii) Hugo Munsterberg

- (iii) Mintzberg
- (iv) Henry L. Gantt

Code:

- (A) (a)-(ii), (b)-(iii), (c)-(iv), (d)-(i)
- (B) (a)-(iv), (b)-(i), (c)-(ii), (d)-(iii)
- (C) (a)-(iii), (b)-(i), (c)-(iv), (d)-(ii)
- (D) (a)-(iv), (b)-(iii), (c)-(ii), (d)-(i)

93.) Who said, “Management Development concerns the means by which a person cultivates those skills application of which will improve the efficiency and effectiveness with which the anticipated results of particular segment are achieved”?

- (A) Koontz and O’Donnell
- (B) Flippo
- (C) Dale Yoder
- (D) Robert Owen

94.) The Kochan, Katz and McKersie’s framework of industrial relations proposes a three-tier structure of industrial relations activities.

Match the three categories of the activities with the respective levels where they take place, as given below :

Level/Tier

- (a) Top-tier
- (b) Middle-tier
- (c) Bottom-tier

Category of activity

- (i) Collective bargaining and personnel policy
- (ii) Workplace, individual and organisational relationship
- (iii) Long-term strategy and policy-making

Code:

- (A) (a)-(i), (b)-(ii), (c)-(iii)
- (B) (a)-(i), (b)-(iii), (c)-(ii)
- (C) (a)-(iii), (b)-(i), (c)-(ii)
- (D) (a)-(ii), (b)-(i), (c)-(iii)

95.) Under the provisions of the Minimum Wages Act, 1948, what is maximum amount of fine that can be imposed on an employer for contravention of any of the provisions of the Act ?

- (A) Two hundred fifty rupees
- (B) Five hundred rupees
- (C) Seven hundred rupees
- (D) One thousand rupees

96.) The provisions relating to ‘Continuous Service’ (Section 2-A) was inserted in the Payment of Gratuity Act, 1972 by an amendment in the year 1984.

- (A) 1987

- (B)1981
- (C)1980
- (D)1984

97.) Match the theories given in List I with its propounders given in List II

List I

- (a) Subsistence Theory of Wage
- (b) The Wage Fund Theory
- (c) Residual Claimant Theory
- (d) Theory of Exploitation

List II

- (i) Walker
- (ii) Karl Marx
- (iii) Ricardo
- (iv) J.S. Mill

Code:

- (A) (a)-(iii), (b)-(iv), (c)-(i), (d)-(ii)
- (B) (a)-(i), (b)-(iv), (c)-(ii), (d)-(iii)
- (C) (a)-(i), (b)-(iii), (c)-(ii), (d)-(iv)
- (D) (a)-(iii), (b)-(ii), (c)-(i), (d)-(iv)

98.) Who is the President of the Trades Union Congress, UK for the year 2018 ?

- (A) William Heniy Wood
- (B) Sally Hunt
- (C) Liz Snape
- (D) Mary Bousted

99.) Which of the following trade union federations was formed with the objective of “dictatorship of the proletariat” ?

- (A) All India Trade Union Congress
- (B) All India Trade Union Federation
- (C) Red Trade Union Congress
- (D) All India Railway men’s Federation

100.) Arrange the following participative schemes in a chronological order starting from the latest to the earliest.

- (i) The scheme which was introduced and made applicable to all Central public sector enterprises.
- (ii) The scheme that was extended to commercial and services organisations employing 100 or more employees. 1977
- (iii) The scheme which was meant for the manufacturing and mining industries employing 500 or more workers. 1975

Code:

- (A) (i), (ii) and (iii)
- (B) (i), (iii) and (ii)