



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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1.) As per the provisions of the Payment of Bonus Act, 1965, setoff can be done for next how many accounting years?

- (A) 5 years
- (B) 4 years
- (C) 2 years
- (D) 6 years

2.) Match the themes relating to the definition of labour welfare given in List-I with the Scholars/Institutions who have put forward the themes given in List-II

List I (Themes)

- (a) Attitude of mindporter
- (b) Improvement in existing industrial system
- (c) Voluntary efforts beyond what is required by law
- (d) Comfort and improvement in intellectual and social state

List II (Scholars/Institutions)

- (i) A.J. Todd
- (ii) Encyclopaedia of Social Sciences
- (iii) R.R Hopkins
- (iv) E.S Proud

Choose your answer from the following options:

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

3.) Given below are some of the methods of Demand Forecasting relating to Human Resource Planning.

- (a) Managerial Judgement
- (b) Work-Study Technique
- (c) Expert Opinion
- (d) Delphi Technique
- (e) Group Brainstorming
- (f) Nominal Group Technique

Choose the correct option from those given below, which come under the qualitative methods for demand forecasting:

- (A) (a), (b) and (e)
- (B) (c), (d) and (f)
- (C) (a), (c) and (d)
- (D) (b), (c) and (d)

4.) Match List I with List II

List I (Performance Appraisal Methods)

- (a) Alternation Ranking Method
- (b) Paired Comparison Method
- (c) Behaviourally anchored rating Method
- (d) Critical Incident Method

List II (Description)

- (i) An appraisal method that aims at combining the benefits of narrative critical incidents and quantified ratings by anchoring a quantified scale with specific narrative examples of good and poor performance
- (ii) Keeping a record of uncommonly good employee's work-related behaviour and reviewing it with the employee at predetermined times
- (iii) Ranking employees from best to worst, on a particular trait, choosing highest, then lowest, until all are ranked
- (iv) Ranking employees by making a chart of all possible pairs of the employees for each trait and indicating which is the better employee of the pair

Choose the correct option from those given below:

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

5.) Dunning's eclectic theory has identified three conditions which must be met by a company that wishes to set up production in a foreign country and wants to operate as a multinational. Which of the following is NOT included in the three conditions given by Dunning?

- (A) Location advantages
- (B) Internationalization advantages
- (C) Ownership advantages
- (D) Quality advantages

6.) Adler and Ghadar in their approach of internationalization of HRM activities have identified four phases which are given in List-I and the purpose that is served in each phase given in List-II.

Match List I with List II

List I (Phases)

- (a) Domestic
- (b) International
- (c) Multinational
- (d) Global

List II (Purpose)

- (i) Career and organizational development
- (ii) Project and career development
- (iii) Project to get job done
- (iv) Reward

Select the alternative from the options given below, giving the correct match between the phases and purpose:

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

7.) Given below are different stages of group formation:

- (a) Storming
- (b) Norming
- (c) Adjourning

- (d) Forming
- (e) Performing

Choose the right option which gives the correct sequence of the steps starting from the beginning:

- (A) (a), (d), (e), (b), (c)
- (B) (d), (a), (b), (e), (c)
- (C) (a), (b) (e), (d), (c)
- (D) (e), (d), (b), (a), (c)

8.) Which of the following statements relating to the Grievance Redressal Machinery envisaged under Chapter II of the Industrial Disputes Act, 1947 are correct?

- (a) Every industrial establishment employing twenty or more workmen shall have one or more Grievance Redressal Committee for the resolution of dispute arising out of individual grievances.
- (b) The Grievance Redressal Committee shall consist of equal number of members from the employer and the workmen.
- (c) The total number of members of the Grievance Redressal Committee shall not exceed more than four.
- (d) The Grievance Redressal Committee may complete its proceedings within thirty days of receipt of an application by or on behalf of the aggrieved party.

Choose your answer from the following options:

- (A) Only (a), (b) and (c) are correct
- (B) Only (b), (c) and (d) are correct
- (C) Only (a), (b) and (d) are correct
- (D) Only (a), (c) and (d) are correct

9.) Given below are different model of conflict management.

- (a) Resignation
- (b) Confrontation
- (c) Appeasement
- (d) Negotiation
- (e) Defusion

From among the following, choose the alternative which gives the approach modes of conflict management.

- (A) (b) and (d)
- (B) (a) and (e)
- (C) (c) and (e)
- (D) (c) and (d)

10.) Which of the following matters are specified in Schedule II of 'Participation of Workers in Management Bill, 1990'?

- (a) Matters relating to operational areas
- (b) Matters relating to operational economic and financial areas
- (c) Matters relating to welfare areas
- (d) Matters relating to environmental areas

Choose your answer from the following options:

- (A) Only (a) and (b)
- (B) Only (b) and (c)
- (C) Only (a), (b) and (d)
- (D) (a), (b), (c) and (d)

11.) Given below are some of the terms along with authors associated with them, which of the following pairs are correctly matched?

- (a) Product Life Cycle - Vernon
- (b) Core Competence - Reich
- (c) Zero-sum Nationalism – Prahalad and Hamel
- (d) Balanced Score Card – Norton

Options

- (A) (a) and (b)
- (B) (b) and (c)
- (C) (b) and (d)
- (D) (a) and (d)

12.) Choose the correct answer regarding the theories of motivation from the following statements:

- (a) The concept of ERG theory is similar to Maslow's hierarchy of needs
- (b) Theory 'X' and 'Y' are similar to each other
- (c) Two factor theory is similar to Vroom's theory

Choose your answer from the following options:

- (A) Only (a)
- (B) Only (b)
- (C) Only (a) and (b)
- (D) (a), (b) and (c)

13.) Given below are two statements – one is labelled as Assertion A and the other is labelled as Reason R.

Assertion A: Labour welfare implies the setting up of minimum desirable standards and the provision of facilities.

Reasons R: Such facilities enable the worker and his/her family to lead a good work, family and social life.

In the light of the above stated two statements, choose the correct option from the choices given below:

- (A) Both A and R are true and R is the correct explanation of A
- (B) Both A and R are true and R is not the correct explanation of A
- (C) A is true, but R is false
- (D) A is false, but R is true

14.) Match List I with List II

List I (Training Technique)

- (a) Skill games
- (b) Mirroring
- (c) Strategic planners
- (d) Monodrama

List II (Description)

- (i) Games to test ability to plan ahead
- (ii) Insight into a given interaction
- (iii) Test to develop analytical skills
- (iv) Training with an external perspective

Choose your answer from the following options:

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

15.) The employment of young persons on dangerous machine is prohibited under which Section of the Factories Act, 1948?

- (A) Section 21
- (B) Section 22
- (C) Section 23
- (D) Section 24

16.) Arrange in a sequence, the following legislation in the order of years in which those were enacted from the latest to the earliest.

- (a) The Mines Act
- (b) The Plantation Labour Act
- (c) The Beedi and Cigar Workers (conditions of Employment) Act
- (d) The Factories Act

Choose your answer from the following options:

- (A) (a), (b), (c), (d)
- (B) (b), (a), (d), (c)
- (C) (c), (a), (b), (d)
- (D) (d), (c), (b), (a)

17.) Given below are some of the provisions laid down under the Factories Act, 1948 in List-I and number of workers that should be working in a factory given in List-II for providing those facilities.

Match List I with List II

List I (Provisions)

- (a) Cool drinking water
- (b) Welfare officer
- (c) Shelter Room
- (d) Safety Officer

List II (Number of workers)

- (i) More than one hundred fifty
- (ii) One thousand or more
- (iii) Five hundred or more
- (iv) More than two hundred fifty

Choose your answer from the following options:

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

18.) Chronologically arrange the following Chapters, which were inserted in the Industrial Disputes Act, 1947 by way of amendments starting from the earliest to the latest?

- (a) Chapter II A

- (b) Chapter II B
- (c) Chapter V A
- (d) Chapter V B

Choose your answer from the following options:

- (A) (a), (b), (c), (d)
- (B) (c), (a), (d), (b)
- (C) (b), (d), (a), (c)
- (D) (a), (c), (d), (b)

19.) Given below are different bodies provided under the Industrial Dispute Act, 1947.

- (a) Works Committee
- (b) Court of Inquiry
- (c) Board of Conciliation
- (d) Grievance Redressal Committee

From among the following, which alternative includes the bodies whose functioning is based on the principle of bipartite representation?

- (A) Only (a) and (b)
- (B) Only (a) and (d)
- (C) Only (b) and (c)
- (D) Only (a), (b) and (d)

20.) Given below are different Committee/Commissions set up in India relating to Labour

- (a) First National Commission on Labour
- (b) Adarkar Committee
- (c) Second National Commission on Labour
- (d) Rege Committee

Choose the option which gives chronological sequence of their set up starting from the earliest:

- (A) (b), (d), (a), (c)
- (B) (c), (b), (d), (a)
- (C) (a), (c), (b), (d)
- (D) (b), (a), (c), (d)

21.) Arrange the following elements of the process of interpersonal communication in sequential order:

- (a) the message
- (b) the channel
- (c) feedback
- (d) the sender
- (e) the receiver
- (f) the encoding
- (g) the decoding

Choose your answer from the following options:

- (A) (d), (f), (a), (b), (g), (e) and (c)
- (B) (a), (d), (e), (g), (b), (c) and (f)
- (C) (a), (b), (d), (f), (e), (c) and (g)
- (D) (b), (a), (c), (d), (f), (g) and (e)

22.) Given below are three types of competencies in List-I and their characteristics in List-II

List I (competency)

- (a) Universal competency
- (b) Transferrable competency
- (c) Unique competency

List II

- (i) Competencies refer to specialized know-how or abilities required within a specific role
- (ii) Competencies emphasize that all the employees of an organization must reflect the company's value, culture and business imperatives
- (iii) Competencies include skills and abilities needed to perform several roles in varying degrees of importance and mastery

Choose the correct alternative, from the options given below, which gives the right match between the competencies and the characteristics

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

23.) Safety departments in industrial units have both Human Resource Unit and Safety Managers. From amongst the functions mentioned below, which is NOT the function of Human Resource Unit in a safety department?

- (A) Coordinating health and safety programmes
- (B) Investigating accidents
- (C) Accidents investigation expertise
- (D) Providing technical expertise on accident prevention

24.) In which Section of the Industrial Employment (Standing Orders) Act, 1946, there is a provision for payment of subsistence allowance?

- (A) Section 10
- (B) Section 10 A
- (C) Section 11
- (D) Section 12 A

25.) Which one of the following is to be held as an 'Industry', under the definition of 'Industry' mentioned in the Industrial Dispute Act, 1947?

- (A) Posts and Telegraph Department
- (B) Construction and Maintenance of Highways
- (C) Central Institute of Fisheries
- (D) The Dock labour Board

26.) The Government of India has ratified few conventions of ILO relating to child labour. Arrange the conventions in a sequence from the earliest to the latest as per the years of their adoption by ILO:

- (a) Night work of Young Persons (Industry) Convention
- (b) Medical Examination of Young Persons (Sea) Convention
- (c) Night work of Young Persons (Industry) Convention (Revised)
- (d) Minimum Age (Underground Work) Convention

Choose the correct option from the following options:

- (A) (a), (b), (c) and (d)

- (B) (b), (c), (d) and (a)
- (C) (d), (c), (b) and (a)
- (D) (a), (c), (d) and (b)

27.) Which Article of the Constitution of India with the prohibition of Employment of Children in Factories etc.?

- (A) Article 17
- (B) Article 19
- (C) Article 24
- (D) Article 25

28.) Who said that, "Coordination is the orderly arrangement of group efforts to provide unity of action in the pursuit of a common purpose"?

- (A) George R. Terry
- (B) Ralph C. Davis
- (C) Chester Barnard
- (D) James D. Mooney

29.) What is the time limit within the employer is required to pay bonus to the employees, in case of any dispute relating to bonus, on which the award becomes enforceable or the settlement comes into operation as per the provisions of the Payment of Bonus Act, 1965?

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

30.) Arrange the following in a correct sequence basing on the years of their formation, starting from the earliest to the latest:

- (a) Federation of Indian Chamber of Commerce and Industry
- (b) Associated Chamber of Commerce
- (c) Employers' Federation of India
- (d) All India Organisation of Industrial Employers

Choose your answer from the following options:

- (A) (a), (b), (c), (d)
- (B) (b), (c), (d), (a)
- (C) (b), (a), (d), (c)
- (D) (a), (c), (b), (d)

31.) As per the provisions of the Minimum Wages Act, 1948, a claim shall be presented within which time period from the date on which, the minimum wages become payable?

- (A) 2 months
- (B) 3 months
- (C) 6 months
- (D) 12 months

32.) A systematic procedure for collecting, storing, maintaining, retrieving and validating data needed by an organization about its human resources is termed as:

- (A) Human Resource Forecasting

- (B) Human Resource Information System
- (C) Human Resource Scanning
- (D) Human Resource Succession Planning

33.) Given below are two statements – one is labelled as Assertion A and the other is labelled as Reason R.

Assertion A: In the early stages of internationalization of business organizations, it was based on the notion that the logic of industrialism had a homogenizing effect upon business organizations, irrespective of the country they were located in.

Reasons R: The cultural approach emphasised national differences between the organisations, differences which have cultural factors at their root.

In the light of the above stated two statements, choose the correct option from the choices given below:

- (A) Both A and R are false
- (B) A is true, and R is false
- (C) Both A and R are true
- (D) A is false, but R is true

34.) Which one of the following matters does NOT fall within the jurisdiction of the 'Industrial Tribunal' constituted under the provisions of the Industrial Disputes Act, 1947?

- (A) Classification by Grades
- (B) Rationalisation
- (C) Leave with Wages and Holidays
- (D) Illegality or otherwise of a strike or lockout

35.) While staffing a multinational company, if the top management considers national subsidiaries as independent units and allows them to fill management posts themselves with host-country nationals, then the approach is known as:

- (A) Ethnocentricity
- (B) Polycentricity
- (C) Geocentricity
- (D) Regiocentricity

36.) Which of the following statements relating to the Governing Body of the ILO are correct?

- (a) The Governing Body is a non-legislative body
- (b) The tenure of the office of the Governing Body is ten years
- (c) The Governing Body seeks advisory opinion from the International Court of Justice
- (d) It scrutinises the budget of the ILO with the consent of the International Labour Conference

Select the correct option:

- (A) (a) and (b) only
- (B) (a), (b), (c) and (d)
- (C) (a), (c) and (d) only
- (D) (b), (c) and (d) only

37.) What percent of the number of days, an employee of a seasonal establishment has to work, out of the total number of the days the establishment is operational, in order to claim to be in continuous service under the provisions of the Payment of Gratuity Act, 1972?

- (A) 50%

- (B) 60%
- (C) 75%
- (D) 90%

38.) From among the following, which one is NOT an avoidance mode of conflict management?

- (A) Resignation
- (B) Appeasement
- (C) Negotiation
- (D) Defusion

39.) As per the provision of the Industrial Employment (Standing Orders) Act, 1946 a standing Order finally certified shall not be modified until the expiry of how many days/months?

- (A) 15 days
- (B) 30 days
- (C) 3 months
- (D) 6 months

40.) Which of the following strikes are categorized as 'strikes' based on generic purpose?

- (a) Sympathetic strikes
- (b) Jurisdictional strikes
- (c) Political strikes
- (d) General strikes

Select the correct option:

- (A) (a) and (b) only
- (B) (a), (b), and (c) only
- (C) (b), (c) and (d) only
- (D) (a), (b), (c) and (d)

41.) Arrange in a proper sequence the authorities mentioned in the Industrial Dispute Act, 1947 in resolving grievances or disputes of workmen, starting from the beginning:

- (a) Labour court
- (b) Grievance Redressal Machinery
- (c) Conciliation Officer

Choose your answer from the following options:

- (A) (a), (b) and (c)
- (B) (b), (a) and (c)
- (C) (c), (b) and (a)
- (D) (b), (c) and (a)

42.) Match List I with List II

List I (Authors)

- (a) Douglas C McGregor
- (b) Elton Mayo
- (c) Herbert A. Simon
- (d) Chester Barnard

List II (Books)

- (i) Functions of the Executive
- (ii) The New Science of Management Decision

- (iii) The Human Side of Enterprise
- (iv) Human Problems of an Industrial Civilization

Choose your answer from the following options:

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

43.) Given below are the various stages of the conflict process

- (a) Cognition and personalisation
- (b) Interventions
- (c) Potential opposition or incompatibility
- (d) Outcomes
- (e) Behaviour

Choose the right option which gives the correct sequence of the stages starting from the beginning:

- (A) (a), (c), (b), (d), (e)
- (B) (b), (a), (c), (e), (d)
- (C) (b), (c), (e), (a), (d)
- (D) (c), (a), (b), (e), (d)

44.) Match List I with List II

List I (Forms of knowledge)

- (a) Shallow knowledge
- (b) Procedural knowledge
- (c) Casual knowledge
- (d) Specific knowledge

List II (Description)

- (i) Information that is directly related to context
- (ii) Information that some individuals are not aware of what they know
- (iii) Information that finds cause-effect relationship
- (iv) Information that tells people why something occurs

Choose your answer from the following options:

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

45.) In which three Articles of the Constitution of India, provisions have been specified for ensuring health and safety of workers?

- (A) Articles 24, 25 and 26
- (B) Articles 38, 39(e and f) and 37
- (C) Articles 24, 39 (e and f) and 42
- (D) Articles 41, 42 and 43

46.) Labour welfare in the present context is the combination of which two of the following theories:

- (a) The Police Theory

- (b) The Philanthropic Theory
- (c) The Placating Theory
- (d) The functional Theory

Choose your answer from the following options:

- (A) (b) and (a)
- (B) (c) and (d)
- (C) (a) and (c)
- (D) (b) and (d)

47.) Given below are two statements – one is labelled as Assertion A and the other is labelled as Reason R.

Assertion A: Trade Unionism in India, as in most other countries, has been the natural outcome of modern factory system.

Reasons R: In order to counter exploitation, efforts towards organizing the workers for safeguarding their legitimate position were made by the unions

In the light of the above stated two statements, choose the correct option from the choices given below:

- (A) Both A and R are true and R is not the correct explanation of A
- (B) Both A and R are true and R is the correct explanation of A
- (C) A is true, but R is false
- (D) A is false, but R is true

48.) Given below are two statements – one is labelled as Assertion A and the other is labelled as Reason R.

Assertion A: Industrial relations constitute one of the most delicate and complex problems of modern industrial society, which is characterized by rapid change, industrial unrest and conflicting ideologies in the national and international spheres.

Reasons R: It is a dynamic concept which depends upon the pattern of society, economic system and political set-up of a country and changes with the changing economic and social order.

In the light of the above stated two statements, choose the correct option from the choices given below:

- (A) Both A and R are true and R is the correct explanation of A
- (B) Both A and R are true and R is not the correct explanation of A
- (C) A is true, but R is false
- (D) A is false, but R is true

49.) Which of the following is the first convention adopted by the International Labour Organisation in the year 1919?

- (A) Hours of work (Coal Mines) Convention
- (B) Hours of work (Industry) Convention
- (C) Hours of work (Commerce and offices) Convention
- (D) Hours of work and Rest Periods (Road Transport) Convention

50.) Some of the areas relating to organizational change are given below:

- (a) Marketing
- (b) Structure
- (c) Strategy
- (d) Technology

- (e) Costs
- (f) Managing people

Choose your answer from the options given below, which includes the areas relating to the process of change.

- (A) (a), (c) and (e)
- (B) (b), (d) and (f)
- (C) (b), (c) and (f)
- (D) (a), (b) and (c)

51.) Which of the following two leadership behaviour patterns were identified by Ohio State Studies?

- (A) Employee Orientation and Production Orientation
- (B) Initiating structure and consideration
- (C) Concern for production and Concern for people
- (D) Personalism/Materialism and Opportunism

52.) Explaining the relationship between satisfaction and performance, which of the following models suggests that performance leads to satisfaction?

- (A) Maslow's Need Hierarchy Model
- (B) Herzberg's Two factor Model
- (C) Adam's Equity Model
- (D) Porter-Lawler Model

53.) Based on the statement given below, choose the correct option:

'The strength of the demand for any particular type of labour will depend upon the marginal productivity of labour and the market value of the product'.

- (A) The statement is correct
- (B) The statement is wrong
- (C) Marginal productivity of labour has nothing to do with demand for labour
- (D) Market value or price of the product and demand for labour are not related

54.) In a developing economy like India, unemployment is the result of:

- (A) Deficiency of effective demand in the Keynesian sense
- (B) Displacement of workers
- (C) Shift from Primary to Tertiary Sector
- (D) Shortage of capital equipment or other complimentary resources

55.) The Propinquity Theory of group formation explains that groups are formed on the basis of:

- (A) Spatial or geographical proximity
- (B) Similar attitudes towards commonly relevant objects and goals
- (C) Activities, interactions and sentiments
- (D) Reward-cost outcomes of interactions

56.) Who described the mechanistic and organic or behavioural organization structures?

- (A) Tom Burns and G. M. Stalker
- (B) Terry and Franklin
- (C) Robert H Miles
- (D) Kathryn M. Bartol and David C Martin

57.) 'Open Unemployment' is also known as:

- (A) Weekly Status Unemployment
- (B) Daily Status Unemployment
- (C) Usual Principal Status Unemployment
- (D) Seasonal Unemployment

58.) Which amongst the following are NOT the characters of labour market in India?

- (a) Labour markets lack mobility
- (b) Labour markets are perfect markets
- (c) Relationship between buyer and seller is expected to continue for some time barring 'casual labour' market
- (d) Monopoly in labour market no more exists today

Choose the correct option:

- (A) (a) and (b)
- (B) (c) and (d)
- (C) (a) and (c)
- (D) (b) and (d)

59.) As per the amendment made in the Payment of Wages Act, 1936 in the year 2005, who shall appoint inspectors for the purpose of the Payment of Wages Act in respect of all persons employed upon a railway (otherwise than in a factory) to whom the provisions of the Act apply?

- (A) The central Government
- (B) The State Government
- (C) The appropriate Government
- (D) The Chief Government

60.) Who among the following introduced the 'principle of bounded rationality'?

- (A) Herbert Simon
- (B) Max H. Bazerman
- (C) Teresa M. Amabile
- (D) Wehrich and Koontz

61.) Which one of the following is NOT associated with authority?

- (A) Right to issue directions
- (B) Obligation to perform the assigned tasks
- (C) Delegated from supervisor to subordinates
- (D) Flows from top to bottom

62.) Under the Minimum Wages Act, 1948, a minimum rate of remuneration to apply in the case of employees employed on piece work, for the purpose of securing such employees a minimum rate of wages on a time work basis is known as:

- (A) A minimum time rate
- (B) A minimum piece rate
- (C) A guaranteed time rate
- (D) Overtime rate

63.) Which one of the following is NOT a principle of coordination?

- (A) Direct contact
- (B) Early start
- (C) Precise and comprehensive programmes and policies
- (D) Continuity

64.) Among the following, who is known as the father of Human Relations Approach?

- (A) Henri Fayol
- (B) F. W. Taylor
- (C) J. Woodward
- (D) Elton Mayo

65.) Which of the following statements relating to the ILO are correct?

- (a) The ILO was established by Versailles Peace Conference on April 12, 1919.
- (b) India became member of ILO in 1921.
- (c) The ILO became a specialized agency of United Nations in 1946.
- (d) The International Labour Conference is the policy making organ of the ILO.

Choose the correct option:

- (A) (a) and (b) only
- (B) (a), (b), (c) and (d)
- (C) (b) and (c) only
- (D) (c) and (d) only

66.) Edgar Schein has identified different dimensions of organizational roles, one of which is a social dimension. Which one of the following terms is associated with the social dimension?

- (A) Inclusionary
- (B) Functional
- (C) Hierarchical
- (D) Exclusionary

67.) There exist certain essential elements of Social Insurance. Which amongst the following are NOT elements of Social Insurance?

- (a) Compulsory participation
- (b) Contributory finance
- (c) No governmental sponsorship
- (d) Benefits directly related to contribution

Choose your answer from the following options:

- (A) (a) and (b)
- (B) (c) and (d)
- (C) (a) and (c)
- (D) (b) and (d)

68.) Consider the following management theories

- (a) Systems theory
- (b) Quantitative theory
- (c) Behavioural Science theory
- (d) Contingency theory

Which of the above are modern management theories?

- (A) (a) and (b) only

- (B) (a) and (c) only
- (C) (a), (b) and (d) only
- (D) (a), (b), (c) and (d)

69.) Given below are two statements – one is labelled as Assertion A and the other is labelled as Reason R.

Assertion A: Management development is one major way for organizations to increase the chances that managers will be effective.

Reasons R: While many have believed that ability to manage was primarily an inborn quality, the current view that capabilities required to be an effective manager can be learned and enhanced

In the light of the above stated two statements, choose the correct option from the choices given below:

- (A) Both A and R are true and R is the correct explanation of A
- (B) Both A and R are true and R is not the correct explanation of A
- (C) A is true, but R is false
- (D) A is false, but R is true

70.) What is the limitation period for filing prosecution, from the date on which the alleged commission of offence comes to the knowledge of the Inspector under the provisions of the Contract Labour (Regulation and Abolition) Act, 1970?

- (A) Within two months
- (B) Within three months
- (C) Within six months
- (D) Within twelve months

71.) Systematically arrange the five step process of human resource planning given below and choose the correct option:

- (a) Forecast of personnel needs and supply
- (b) HR Programming
- (c) Defining Organisational Objectives and Policies
- (d) HRP Implementation
- (e) Control and evaluation of programmes

Choose your answer from the following options:

- (A) (a), (b), (c), (d), (e)
- (B) (b), (a), (c), (d), (e)
- (C) (c), (b), (a), (d), (e)
- (D) (c), (a), (b), (d) (e)

72.) The three learning outcomes are given in List-I, and the aspects covered under them in List-II

List-I (Learning outcomes)

- (a) Cognitive
- (b) Skill based
- (c) Affective

List- II (Aspects covered)

- (i) Knowledge organization
- (ii) Compilation
- (iii) Attitudinal

Choose your answer from the following options:

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

73.) Given below are the steps involved in the selection process:

- (a) Application Blank
- (b) Employment interviews
- (c) Physical Examination
- (d) Employment tests
- (e) Appointment Letter
- (f) Reference checks

Choose the alternative from the options given below mentioning the right sequence of the steps starting from the beginning:

- (A) (a), (d), (c), (b), (f), (e)
- (B) (a), (b), (c), (d), (f), (e)
- (C) (a), (d), (b), (c), (e), (f)
- (D) (a), (d), (b), (f), (c), (e)

74.) Which of the following are considered to be the Principles of Labour Legislation?

- (a) Principle of Protection
- (b) Principle of Social Justice
- (c) Principle of Welfare
- (d) Principle of Reasonable Standard of Living

Choose your answer from the following options:

- (A) (a), (b) and (d) only
- (B) (b), (c) and (d) only
- (C) (a), (b) and (c) only
- (D) (a), (c) and (d) only

75.) Arrange the following in correct sequence basing on the years in which they came into force/passed/setup, starting from the earliest to latest:

- (a) Board for Industrial and Financial Reconstruction
- (b) The Second Industrial Truce Resolution
- (c) Code of Discipline
- (d) National Institution for Transforming India Aayog

Choose the correct answer from the following:

- (A) (a), (b), (c), (d)
- (B) (c), (b), (a), (d)
- (C) (b), (c), (a), (d)
- (D) (d), (a), (c), (b)

76.) Which of the following is NOT included in the definition of 'Wages' as mentioned in the payment of Wages Act, 1936?

- (A) Bonus as a part of salary.
- (B) Remuneration payable under any award or settlement between the parties or order of a court.
- (C) Remuneration in respect of overtime work or any leave period.

(D) Any travelling allowances or the value of any travelling concession.

77.) Factors with the high probability of impact and high degree of impact are known as:

- (A) High priority factors
- (B) Low priority factors
- (C) critical factors
- (D) Factors to be watched

78.) Taking into consideration the four different layers of culture as suggested by Hofstede, identify which one of the following is the first or outermost level?

- (A) Rituals
- (B) Heroes
- (C) Symbols
- (D) Values

79.) The following were some of the developments that took place in the trade union movement in India. Arrange the same in the correct sequence starting from the earliest to the latest.

- (a) Formation of National Front of Indian trade Unions
- (b) Formation of Bhartiya Mazdoor Sangh
- (c) Formation of Centre of Indian Trade Unions
- (d) Formation of Indian Federation of Labour

Choose the correct option:

- (A) (a), (b), (c), (d)
- (B) (d), (b), (a), (c)
- (C) (b), (c), (d), (a)
- (D) (c), (a), (b), (d)

80.) The four methods of job evaluation are given below:

- (a) Ranking Method
- (b) Factor Comparison Method
- (c) Job Classification Method
- (d) Point Rating Method

Choose your answer from the following options which come under the Quantitative/Analytical methods:

- (A) (b) and (d)
- (B) (a) and (c)
- (C) (b) and (c)
- (D) (a) and (d)

81.) Consider the following:

- (a) Challenging work
- (b) Responsibility
- (c) Status
- (d) Job security
- (e) Recognition

Which of the above are motivators under Herzberg's Two Factor Theory?

- (A) (a) and (c) only
- (B) (c), (d) and (e) only

- (C) (a), (b) and (e) only
- (D) (b), (c), (d) and (e) only

82.) Taylor advocated 'Functional Foremanship' to introduce:

- (A) Differential piece-wage plan
- (B) Standardisation
- (C) Work study
- (D) Specialisation

83.) Given below are some of the barriers of communication:

- (a) Perceptions
- (b) Interpersonal sensitivity
- (c) Differing frames of reference
- (d) Information overload

From among the above identify the barriers, which are considered as sender-related barriers?

- (A) (b) and (c)
- (B) (a) and (b)
- (C) (b) and (d)
- (D) (c) and (d)

84.) Based on the statement given below, choose the correct option:

'For the industry as a whole, the supply of labour is not infinitely elastic'.

- (A) The statement is not true
- (B) The statement is true
- (C) supply of labour to a given firm is inelastic
- (D) The elastic character is not relevant in the context of supply of labour

85.) Consider the following statements related to HR Audit:

- (a) HR Audit is a method of evaluating the current Human Resource Development
- (b) HR Audit also helps in calculating the investments made in training and estimating the returns on such investments
- (c) HR Audit assesses the training needs and utilization of training as a tool for organizational learning, growth and development

Which of the above is/are correct?

- (A) Only (a)
- (B) Only (b)
- (C) Only (c)
- (D) (a), (b) and (c)

86.) "Same work or work of a similar nature" is defined under which one of the following legislations?

- (A) The Payment of Wages Act
- (B) The Minimum Wages Act
- (C) The Equal Remuneration Act
- (D) The Payment of Bonus Act

87.) Under the provisions of the Mines Act, 1952 an owner or agent of a mine is required to provide which of the following facilities for the persons employed in the mine?

- (a) Drinking water
- (b) Conservancy
- (c) Medical appliances
- (d) Recreation facilities

Choose your answer from the following options:

- (A) (a), (b) and (d) only
- (B) (a), (c) and (d) only
- (C) (a), (b) and (c) only
- (D) (b), (c) and (d) only

88.) Which of the following is NOT an item of job description statement?

- (A) Experience
- (B) Job summary
- (C) Working conditions
- (D) Hazards

89.) Given below are the name of Scholars in List-I, and the Approaches to Industrial Relations with which they are associated in List-II

List I (Approaches)

- (a) John E Commons
- (b) Elton Mayo
- (c) Allan Flanders
- (d) G. Margerison

List II (Approaches to Industrial Relations)

- (i) Industrial Sociology Approach
- (ii) Oxford Approach
- (iii) Human Relations Approach
- (iv) Economic Approach

Choose your answer from the following options:

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

90.) Some of the areas relating to organizational change are given below:

- (a) Marketing
- (b) Technology
- (c) Quality
- (d) Structure
- (e) Strategy
- (f) Managing people

Choose your answer from the given below options, which gives the list relating to content of change.

- (A) (a), (b), (e) and (f)
- (B) (a), (b) and (c)
- (C) (c), (d) and (e)
- (D) (b), (c), (d) and (f)

Read the passage carefully and answer the questions

“A principal fruit of friendship,” Francis Bacon wrote in his timeless meditation on the subject, “is the ease and discharge of the fullness and swellings of the heart, which passions of all kinds do cause and induce.” For Thoreau, friendship was one of life’s great rewards. But in today’s cultural landscape of muddled relationships scattered across various platforms for connecting, amidst constant debates about whether our Facebook “friendships” are making us more or less happy, it pays to consider what friendship actually is: That’s precisely what CUNY philosophy professor Massimo Pigliucci explores in *Answers for Aristotle: How Science and Philosophy Can Lead Us to A More Meaningful Life* (public library), which also gave us this provocative read on the science of what we call “intuition.”

Philosophers and cognitive scientists agree that friendship is an essential ingredient of human happiness. But beyond the dry academic definitions — like, say, “voluntary interdependence between two persons overtime, which is intended to facilitate socio-emotional goals of the participants, and may involve varying types and degrees of companionship, intimacy, affection and mutual assistance” — lies a body of compelling research that sheds light on how, precisely, friendship augments happiness.

The way friendship enhances well-being, it turns out, has nothing to do with quantity and everything to do with quality — researchers confirm that it is not the number of friends or, in the case of Facebook, “friends”.

91.) Whether the views expressed in the passage advocate that friendship is an essential component of well-being? Choose the correct option:

- (A) Researchers have proved that friendship does lead to happiness
- (B) There exists no relationship between passage and happiness
- (C) Friends cannot make each other happy
- (D) One needs to find one’s happiness alone with peace of mind

92.) In the context of the passage, which of the following is true about friendship?

- (A) It is important to have quantity of friends
- (B) What is important is comments on social media, not quality of friends
- (C) What is important is quality of friends
- (D) Quality automatically comes with quantity

ANS. C

93.) Which of the following is true in the context of Pigliucci’s books?

- (A) Pigliucci’s books discusses science only
- (B) the book explains science and philosophy only
- (C) the book discusses Aristotle’s theories only
- (D) Pigliucci’s books discusses ‘Intuition’.

94.) What is being debated according to the content given in the first paragraph? Choose the correct option.

- (A) The debate is centred around whether our Facebook friends are helping us become more or less happy
- (B) There are no debates
- (C) The quality of comments on social media is debated
- (D) It is debated that Thoreau’s and Aristotle’s thinking are at loggerheads