



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 to Q5 on the basis of the comprehension given below:

Biased appraisals have a variety of causes. One study of bias (the tendency for individual differences to affect judgments) focused on rater personality. Raters who scored higher on 'conscientiousness' tended to give their peers lower ratings – they were stricter, in other words, those more 'agreeable' gave higher ratings – they were more lenient. Managers also tend to be more lenient when appraising subordinates for administrative purposes like pay raises than for development purposes. Furthermore, "performance ratings amplify the quality of the personal relationship between boss and employee. Good relationships tender to create good (appraisal) experiences, bad relationships bad ones."

Unfortunately, subordinates' demographic traits (age, race, gender, and so on) also affect ratings. A 36 year-old supervisor ranked a 62-year-old subordinated at the bottom of the department's rankings, and then fired him. The court held that the younger boss's discriminatory motives might have prejudiced the dismissal decision. In one study, promoted women had to have received higher performance ratings than promoted men to be promoted, "suggesting that women were held to stricter standards for promotion." In another study, raters penalized successful women for their success. The point is that the appraisal often says more about the appraiser than about the appraisee. (Or, as one researcher said, "Rater idiosyncratic biases account for the largest percentage of the observed variances in performance ratings.") Potential bias is one reason to use multiple raters, have the supervisor's boss review the rating, and/ or have 'calibration' meetings where supervisors discuss their reasons for the appraisals they gave each of their subordinates.

1.) Choose the correct statement:

- (A) Relationship plays no role in rating.
- (B) Good relationship leads to lower rating.
- (C) Better the relationship, higher is the rating.
- (D) Strained relationship leads to higher rating.

2.) Two statements are given below. First statement will be called Assertion and the second will be called Reason.

Assertion: Rater's idiosyncratic biases account for the largest percentage of the observed variance in performance rating.

Reason: Potential bias is one reason to use multiple raters.

Select the alternative that best establishes relationship between Assertion and Reason:

- (A) Assertion is not true
- (B) Reason is not correct
- (C) Reason explains Assertion
- (D) Assertion and Reason have no relationship

3.) A rater to rate an employee for the purpose of pay increases. The rater will

- (A) have liberal approach
- (B) have stricter approach

- (C) have unchanged approach without being affected by the purpose
- (D) refuse the job

4.) Which one is the correct statement?

- (A) Age of the rater and ratee has nothing to do in rating.
- (B) Gender of the ratee is not taken into consideration while rating.
- (C) Age of the rater and ratee have bearing on rating.
- (D) Demographic traits do not influence rating.

5.) Who are likely to give lower rating to their peer?

- (A) Agreeable rater
- (B) Liberal rater
- (C) Conscientiousness rater
- (D) Aged rater

6.) Performance appraisal means evaluating an employee's current and/or past performance relative to his or her performance standards. Performance appraisal always involves the three steps. Which one of the following is NOT a step of performances appraisal process?

- (A) Setting work-standards
- (B) Assessing the employee's actual performance relating to those standards
- (C) Providing feedback to the employee with the aim of helping him or her to eliminate performance deficiencies or to continue to perform above par.
- (D) Grading on a curve predetermined percentages of ratees are placed in various performance categories.

7.) Under the provisions of the Industrial Disputes Act, 1947, the employer of any industry declares lay-off, is required to provide alternate employment to the workmen laid-off in any other industry belongs to him and located at a distance not more than

- (A) Eight miles
- (B) Six miles
- (C) Five miles
- (D) Seven miles

8.) The goal of training is that the trainees learn the task or material presented and the same are retained by them. Which of the following issues influences the retention process?

- (A) Contiguity, the law of effect and practice
- (B) Task analysis, task achievement and task sequencing
- (C) Meaningfulness of material, degree of original learning and interference
- (D) Active practice, mental practice and overlearning

9.) List-I below gives some names who have contributed for development of different management functions/activities and List-II gives the specific functions they are associated with

List-I

- (a) Robert Owen
- (b) Henry Fayol
- (c) F. W. Taylor
- (d) H. L. Gantt

List-II

- (i) Scientific Management
- (ii) Modern Personnel Management
- (iii) Work Study
- (iv) Modern Management Theory

Options

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

10.) Under the provisions of the Industrial Disputes Act, 1947, the total members of the Grievance Redressal Committee shall not exceed

- (A) Ten
- (B) Six
- (C) Eight
- (D) Twelve

11.) Provisions for ensuring occupational health and safety for workers are contained in Articles 24, 39(e), 39(f) and 42 of the Directive Principles of State Policy of the Constitution of India. Based on the spirit of these, rules have been framed. The subject matter of the rules is both in Union List and Concurrent List. Which among the following is not in Current List?

- (A) Conditions of work
- (B) Safety in mines
- (C) Provident funds
- (D) Maternity benefits

12.) Who among the following is authorized by the Chief Inspector by a special order in writing to enter the mine for the purpose of surveying, leveling and measuring the mine or part there of as per the provisions of the Mines Act, 1952?

- (A) Surveyor
- (B) Special Officer
- (C) Analyst
- (D) Survey Inspector

13.) The authority constituted by the Central Government under the Provident Fund and Miscellaneous Provisions Act, 1952 to decide the cases regarding the determination of money due to be recovered from the employers is

- (A) Employees' Provident Fund Tribunal
- (B) Employees' Provident Fund Organization
- (C) Employees' Provident Fund Court
- (D) Employees' Provident Fund Appellate Tribunal

14.) The competitive strategies for multinational corporations are given in List-1 and their features in List-II as below:

List-I

- (a) Multi-domestic strategy
- (b) Global strategy
- (c) International strategy
- (d) Transnational strategy

List-II

- (i) Gives prime importance to efficiency.
- (ii) Gives prime importance to development and diffusion of innovations worldwide.
- (iii) Gives prime importance to global efficiency, national responsiveness and worldwide learning at the same time.
- (iv) Gives prime importance to national responsiveness.

Options

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

15.) There are four new approaches to compensation rewards. Two lists are given below. List-1 relates with Approach and List-II relates to appropriate benefits and features:

List-I

- (a) Skill-based pay
- (b) Broad banding
- (c) Variable pay
- (d) Team rewards

List-II

- (i) Support for participative organizational structures and improved effectiveness of work teams
- (ii) Greater scope for recognizing individual differences in employee performance
- (iii) Motivation of sustained high performance and better linkages between individual and organizational goals
- (iv) Multi-skilled workforce, job assignment, flexibility and higher employee satisfaction and commitment

Options

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

16.) In order to hear and decide any claims arising out of payment of less than the minimum rate of wages, under the provisions of the Minimum Wages Act, 1948, the State Governments shall appoint any officer not below the rank of

- (A) Chief Inspector under the Minimum Wages Act
- (B) Asst. Labour Commissioner
- (C) Labour Commissioner
- (D) Dy. Labour Commissioner

17.) There are different techniques to Human Resource Accounting. Which one of the following is NOT human resource accounting technique?

- (A) Historical Cost Method
- (B) Replacement Cost Method
- (C) Quality Cost Method
- (D) Opportunity Cost Method

18.) The term 'management exploitation' was given by

- (A) Mrs. John Robinson
- (B) Prof. Chamberlin
- (C) J. B Clark
- (D) J. M. Keynes

19.) "If the leadership style allows substantial participation by members of the group in the management and decision-making process, subordinates are frequently consulted by the manager on wide-ranging problems and are allowed sufficient freedom to communicate with the leader and also with their fellow subordinates." It is called

- (A) Autocratic style of leadership
- (B) Democratic style of leadership
- (C) Laissez fair style of leadership
- (D) Paternalistic style of leadership

20.) The Bombay Hands Association was established under the presidentship of

- (A) Bal Gangadhar Tilak
- (B) C. F. Andrews
- (C) N. M. Joshi
- (D) N. M. Lokhande

21.) Given below are the major contributors in List-1 and their contributions in List-II of Behavioural School of Management:

List-1

- (a) Mary Parker Follett
- (b) Elton Mayo
- (c) Abraham Maslow
- (d) Douglas McGregor

List II

- (i) Group influences in the workplace.
- (ii) Relates human motivation to a hierarchy of needs.
- (iii) Effects of human motivation on productivity and output.
- (iv) Emphasizes human characteristics theory X and theory Y and the corresponding style of leadership

Options

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

22.) Which of the following factors identified by Dunning in his Eclectic Theory are to be simultaneously met by a company that wishes to set up production unit in a foreign country and wants to operate as a multinational?

- (A) Advantages relating to labour, land and capital
- (B) Advantages relating to ownership, location and internalization
- (C) Advantages relating to capital, technology and products
- (D) Advantages relating to cost, capital and labour

23.) As per the recommendations of the Second National Commission on Labour, what should be the percentage of support of workers, a union should have in an establishment for claiming recognition as a single negotiating agent on the basis of check-off system?

- (A) 25 percent
- (B) 33 percent
- (C) 50 percent
- (D) 66 percent

24.) Whether an individual will supply more work effort or less as a result of the rise in the wage rate depends on

- (A) income effect only
- (B) substitution effect only
- (C) the relative strength of income and substitution effects
- (D) neither income effect nor substitution effect

25.) On-the-job training is based on the principle of 'learning by doing'. Which one of the following is NOT an on-the-job training method?

- (A) Coaching
- (B) Understanding
- (C) Role playing
- (D) Job rotation

26.) "A horizontal set of divisional reporting relationship is superimposed on a hierarchical functional structure. This is known as grid organization or project management organization." What type of structure it has? Choose the correct one from the alternatives given below:

- (A) Hybrid structure
- (B) Functional structure
- (C) Matrix structure
- (D) Divisional structure

27.) According to Henry Mintzberg managers perform ten different highly interrelated roles, which are grouped under three broad roles, namely, Interpersonal roles, information roles and decisional roles. From among the following which one is associated with the Interpersonal role?

- (A) Monitor and Disseminator
- (B) Leader and Figurehead
- (C) Spokesperson and Entrepreneur
- (D) Negotiator and Resource allocator

28.) The appropriate government is empowered under Sec 7 of the Equal Remuneration Act, 1976 to appoint authorities for hearing and deciding claims and complaints, persons not below the rank of

- (A) Labour Commissioner
- (B) Asst. Labour Commissioner
- (C) Labour Inspector
- (D) Labour Officer

29.) The function of the management which is associated with measuring results against pre-established standards and taking corrective action for maintaining the system is known as

- (A) Controlling
- (B) Planning
- (C) Coordinating
- (D) Directing

30.) According to Vroom's expectancy theory of motivation, which of the following refers to the term 'valence'?

- (A) Subjective probability of achieving an outcome
- (B) Efforts made by an individual for the first level outcome
- (C) Relation between the first level and second level outcomes to each other

(D) Strength to an individual's preference for a particular outcome

31.) The representation of the independent members in the Central Advisory Board constituted under the Minimum Wages Act, 1948 shall not exceed what portion of its total members?

- (A) One-fourth
- (B) One-third
- (C) One-half
- (D) Two-third

32.) A group consisting of members working together to attain a specific objective with which each is concerned, is known as

- (A) informal group
- (B) task group
- (C) friendship group
- (D) interest group

33.) As per the provisions of the Payment of Gratuity Act, 1972, an employee in a seasonal establishment, shall get his gratuity after superannuation from the employment at the rate for how many days wages for each season, he had worked in that establishment?

- (A) Fifteen days
- (B) Ten days
- (C) Eight days
- (D) Seven days

34.) As per the provisions of the Factories Act, 1948, under power to make exempting orders, the total number of hours of work in any day for a worker shall not exceed:

- (A) Eleven hours
- (B) Twelve hours
- (C) Thirteen hours
- (D) Ten hours

35.) As per the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 in order to apply for registration as a beneficiary under the Act, a construction worker must have worked for a minimum period of how many days in the preceding twelve months?

- (A) Not less than two hundred forty days
- (B) Not less than one hundred twenty days
- (C) Not less than one hundred eighty days
- (D) Not less than ninety days

36.) "Take my physical assets, leave my people, and in five years I will have it all back."

- (A) Alfred Sloan

- (B) Peter F. Drucker
- (C) Bill Gates
- (D) Rensis Likert

37.) The office of the Director General of Mines Safety is located at

- (A) New Delhi
- (B) Asansol
- (C) Dhanbad
- (D) Kolkata

38.) Which of the following statements relating to Dunlop's industrial relations framework is NOT correct?

- (A) Dunlop's framework was designed to broaden the industrial relations horizon from collective bargaining to the full spectrum of present-day industrial relations.
- (B) This framework cannot be used for a study of industrial relations within a country as a whole.
- (C) Dunlop's industrial relations framework puts emphasis on rule-making by management, workers and specialized government agencies concerned with workers, enterprises and their relationships.
- (D) Dunlop's framework focuses on the ideology of the industrial relations system.

39.) Under the provisions of the Industrial Employment (Standing Orders) Act, 1946 who among the following can apply for modifications in the standing orders?

- (A) Any employer or the workmen
- (B) Any workmen, trade union or representative of workmen
- (C) Any employer, workmen, trade union or representative of workmen on agreement
- (D) Only trade union

40.) Labour welfare is dependent on certain basic principles. Each of these principles has its own content. Two lists are given below. In List-I, principles are given and in List-II, content of the principles are given:

List-I

- (a) Principles of adequacy of wages
- (b) Principle of re-personalization
- (c) Principle of democratic value
- (d) Principle of integration

List II

- (i) Welfare is a total concept; coordinated approach will promote healthy development
- (ii) Employer should not bargain labour welfare as substitute to wages
- (iii) Consultation with and the agreement of workers in formulation and implementation of welfare services
- (iv) Development of human personality should be the goal of labour welfare

Options

- (A) (a)-(ii); (b)-(iv); (c)-(iii); (d)-(i)

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

41.) Who among the following is associated with the Human Relations approach to industrial Relations?

- (A) Charles A. Myers
- (B) Dale Yoder
- (C) Michael Poole
- (D) Elton Mayo

42.) Two statements, namely Assertion and Reason, are given below:

Assertion: Organization involves the grouping of activities necessary to accomplish goals and plans, the assignment of these activities to appropriate departments and the provision for authority delegation and coordination.

Reason: Organization is an executive function that consists of breaking up the entire work into different segments, assigning each segment to the qualified individuals and coordinating the efforts of job holders to attain the organizational goals.

Which alternative is most appropriate among the one's given below which exhibits their relationship?

- (A) Assertion is incorrect and has no relationship with Reason.
- (B) Reason is incorrect and has no relationship with Assertion.
- (C) No inter-relationship can be established between the two statements.
- (D) Reasons appropriately explain Assertion.

43.) Human Capital Appraisal Approach of HRD function was outlined in 1998. Who among the following has developed the Human Capital Appraisal Approach?

- (A) T. V. Rao
- (B) Udai Pareek
- (C) Friedman
- (D) Ulrich and Lake

44.) Who among the following have suggested that learning outcomes can be three types, namely, cognitive, skill based and affective?

- (A) Kirkpatrick and Ford
- (B) Kraiger, Ford and Salas
- (C) Holton and Galvin
- (D) Phillips and Brinkerhoff

45.) An employer of an establishment can only employ contract labour, under which one of the following provisions of the Contract Labour (Regulation and Abolition) Act, 1970?

- (A) Obtaining a license from the licensing officer
- (B) Obtaining a certificate of registration from the registering officer

- (C) Obtaining a written permission from the inspector
- (D) Obtaining the permission from the appropriate government

46.) Process orientation concept of management was developed by numerous authors. Who among the following is not associated with this concept?

- (A) McFarland
- (B) E. F. L. Breech
- (C) Lawrence A. Appley
- (D) George R. Terry

47.) As per the provisions of the Payment of Wages Act, 1936, 'fine' imposed on any employed person cannot be recovered after expiry of how many days from the day of fine was imposed?

- (A) Ninety days
- (B) One hundred days
- (C) One hundred twenty days
- (D) One hundred eighty days

48.) In rural India, which type of unemployment is common?

- (A) Educated unemployment
- (B) Cyclical unemployment
- (C) Disguised unemployment
- (D) Voluntary unemployment

49.) The process of change namely coercive, mimetic and normative isomorphisms are associated with which of the following perspectives on organizational change?

- (A) Resource dependence perspective
- (B) Contingency perspective
- (C) Population-ecology perspective
- (D) Institutional perspective

50.) Under the provisions of the Payment of Bonus Act, 1965 in order to determine the bonus of an employee, who is not covered under the Scheduled Employment under the Minimum Wages Act, what amount of monthly wage from the following to be taken into consideration?

- (A) Two thousand five hundred rupees
- (B) Three thousand five hundred rupees
- (C) Five thousand rupees
- (D) Seven thousand rupees

51.) Which of the following perspectives concerning industrial relations is based on the assumption that conflict is irrational in an organization?

- (A) Unitary perspective
- (B) Pluralistic perspective

- (C) Trusteeship perspective
- (D) Radical perspective

52.) As per 'Johari Window', the closed area' is explained by which one of the following?

- (A) An individual's behaviour is known to himself or herself and to those with whom the individual interacts
- (B) Those aspects of the person's behaviour and style that others know, but not known to the person himself or herself
- (C) Then aspects of the person's behaviour and style which are known to the person but not revealed to others
- (D) The aspects of behaviour and style neither known to the person nor others

53.) Professor J. Barney and Prof. Patrick Wright have developed a comprehensive model in 1997 to establish Human Resources as a competitive advantage of the firm, which is known as

- (A) VRIO Framework
- (B) Soft Model of HRM
- (C) Multiple Stakeholder Model
- (D) Business Process Model

54.) A multinational company appointing a person in a subsidiary, belonging to the country where its subsidiary is located reflects which of the following approaches?

- (A) Ethnocentrism
- (B) Geocentrism
- (C) Regiocentrism
- (D) Polycentrism

55.) Occupational diseases are those which arise out of and in the course of employment. Industrial workers fall prey of these occupational diseases.

Two lists are given below. List-I contains the names of the diseases, while List-II contains the type of workers who are likely to suffer from these diseases:

List-I (Name of the disease)

- (a) Mercury Poisoning
- (b) Anthrax
- (c) Bagassosis
- (d) Byssinosis

List-II Type of Workers

- (i) Barometer worker, refiners of gold and silver
- (ii) Workers likely to inhale bagasse or sugarcane dust
- (iii) Textile Workers
- (iv) Workers engaged in handling wood, hair bristles

Options

- (A) (a)-(i); (b)-(iii); (c)-(ii); (d)-(iv)

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

56.) Which of the following is not an attached office of the Ministry of Labour, Government of India?

- (A) Office of the Chief Labour Commissioner
- (B) Labour Bureau
- (C) V. V. Giri National Labour Institute
- (D) Office of the Director General, Factory Advice Service and Labour Institutes

57.) Industrial safety is primarily whose responsibility under the Factories Act, 1948?

- (A) Central Government
- (B) State Government
- (C) Occupier/ Management
- (D) Safety Committee

58.) Child labour shall not be employed or permitted to work in any of the processes in any workshop set forth in which part of the schedule attached to the Child Labour (Prohibition and Regulation) Act, 1986?

- (A) Part A
- (B) Part B
- (C) Part C
- (D) Part D

59.) “A technique by which a new employee is adjusted into the changed surroundings and introduced to the practices, policies and purpose of the organization” is called

- (A) placement
- (B) induction
- (C) training
- (D) development

60.) The term ‘grapevine’ is associated with which one of the following communication networks of an organization?

- (A) Formal communication
- (B) Horizontal communication
- (C) Informal communication
- (D) Vertical communication

61.) The Indian Labour Conference approved ‘illustrative lists’ of items which the Works Committees should normally deal with and those which they should not. Which of the following items figures in the list of items to be dealt with by the Works Committees?

- (A) Bonus and profit-sharing
- (B) Rationalization and matters connected with the fixation of workload.
- (C) Adjustment of festival and national holidays
- (D) Housing and transport services

62.) As per the provisions of the Factories Act, 1948 a worker of a factory, who quits the employment, shall be paid his wages for the days of unavailed leave before

- (A) the expiry of two months from the date of quitting the employment
- (B) the expiry of the second working day from the date of quitting
- (C) the expiry of the one month from the date of quitting
- (D) the expiry of his wage period

63.) Personal cause of industrial accident is one of the important causes of accident. Among the causes given below, which one is not a personal cause of industrial accident?

- (A) Neglect in housekeeping
- (B) Carelessness, ignorance and inadequate skill
- (C) Relationship with supervisor
- (D) Improper Supervision

64.) Harvard model of Human Resource Management on four C's of Human Resource Practices. Which among the following has not been described as the HR Practices under Harvard model?

- (A) Commitment
- (B) Competitiveness
- (C) Competence
- (D) Cost-effectiveness

65.) As per the provisions of the Trade Unions Act, 1926, who among the following shall not be eligible to be the executive or office bearer of the trade union?

- (A) A member of the Legislative Assembly
- (B) A Member of Parliament
- (C) An elected representative of local body
- (D) A minister in the Union Cabinet

66.) According to Lord Keynes, unemployment in advanced economies was due to

- (A) lack of supply
- (B) deficiency of effective demand
- (C) business cycle
- (D) lack of both demand and supply

67.) There are two sets that are given below: List-I gives the list of terms and List-II indicates their meanings:

List-I

- (a) Orbiter dictum
- (b) Puisne
- (c) Mens rea
- (d) Ultra vires

List-II

- (i) A cursory remark
- (ii) Subordinate
- (iii) Guilty mind
- (iv) Beyond one's powers

Options

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

68.) Two lists are given below, List-I is related to terms of managing career and List-II is related to their appropriate meaning:

List-I

- (a) Career Planning
- (b) Career management
- (c) Career development
- (d) Career coaching

List-II

- (i) The process for enabling employees to better understanding and develop their career skills and interests and to use these skills and interests more effectively
- (ii) The deliberate process through which some one becomes aware of personal skills, interest, knowledge, motivations and other characteristics and establishes action plan to attain specific goals.
- (iii) The lifelong series of activities that contribute to a person's career exploration, establishment, success and fulfillment
- (iv) Focuses on teaching, educating, instructing and training subordinates

Choose the alternative which gives the right match of List-I with List-II:

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

69.) Given below are different statements, some of which are only relevant to productivity bargaining:

- (a) Productivity bargaining is a management-initiated process
- (b) It has an element of input-output relationship
- (c) It is based on the principle of mutuality
- (d) It is not a continuous process

From among the following, which alternative presents the relevant features of productivity bargaining?

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

70.) How many days advance notice is to be given to the affected workmen for change in the conditions of service of workmen, when no proceeding is pending before any adjudicative authorities under the provisions of the Industrial Disputes Act, 1947?

- (A) Thirty days
- (B) Fourteen days
- (C) Twenty-one days
- (D) Seven days

71.) Three theories of learning are given in List-I and their characteristics in List-II below:

List-I

- (a) Classical conditioning
- (b) Operant conditioning
- (c) Social learning theory

List-II

- (i) People can learn through observation and direct experience
- (ii) A type of conditioning in which an individual responds to some stimulus that would not ordinarily produce such a response
- (iii) A type of conditioning in which desired voluntary behaviour leads to a reward or prevents a punishment

Which one of the following gives the correct combination between the theories and their 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)

72.) Which of the following statements relating to the Model Grievance Procedure is correct?

- (A) According to the Model Grievance Procedure, an aggrieved worker who is not satisfied with the decision of the departmental head in respect of his grievance may directly present his grievance to the grievance committee.
- (B) The Model Grievance Procedure has a provision regarding reference of a grievance to voluntary arbitration.
- (C) According to the Model Grievance Procedure, an aggrieved worker shall have the right to leave the department during working hours without obtaining the prior permission of his superior.

(D) The procedure laid down for the redressal of grievances has to be followed even in the case of any grievance arising out of the dismissal of a worker.

73.) 'Compulsory Insurance' provision finding its due place under which of the following legislations?

- (A) The Employees' Provident Fund Act, 1952
- (B) The Employees' Compensation Act, 1923
- (C) The Payment of Gratuity Act, 1972
- (D) The Employees' State Insurance Act, 1948

74.) What is true about weekly status unemployment?

- (a) It is measured in number of persons and shows chronic unemployment
- (b) It shows both open and chronic unemployment
- (c) It is measured in person, days or years and shows underemployment
- (d) It shows only open unemployment

Choose the correct answer:

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

75.) Under the provisions of the Payment of Wages act, 1936 establishments which are not covered under the Act, the state government after giving how many months' notice may extend the provisions of the Act to such establishments?

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

76.) As per the provisions of the Industrial Employment (Standing Orders) Act, 1946 the Certifying Officer is required to send copies of the modified standing orders to the employer and the trade union within how many days from the date of notification?

- (A) Five days
- (B) Seven days
- (C) Twelve days
- (D) Fifteen days

77.) Talent management starts with understanding what jobs need to filled, and the human traits and competencies employee need to do those jobs effectively. Two lists are given below. List-I is term and List-II is their appropriate meaning:

List-I

- (a) Job analysis

- (b) Job description
- (c) Job specification
- (d) Work Flow analysis

List-II

- (i) A list of job's 'human requirements' that is the requisite education, skills, personality and so on.
- (ii) A list of job's duties, responsibilities, reporting relationships, working conditions and supervisory responsibilities.
- (iii) The procedure for determining the duties and skill requirements of a job and the kind of person who should be hired for it.
- (iv) A detailed study of the flow of work from job to job in a work process.

Which of the following alternatives gives the correct match between List-I and List-II?

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

78.) Values are core of the culture. Both values and belief provide guidelines for employee to follow in their work. Some organizations have created their own value. Two lists are given below. List-I indicated the name of the organization and List-II indicates their value:

List-I

- (a) Caterpillar (USA)
- (b) Larsen and Tobru (India)
- (c) Microsoft (USA)
- (d) TERI (India)

List-II

- (i) "In 24 hours parts services anywhere in the world."
- (ii) "Faith in youth and tap the youth."
- (iii) "Computer on every desk and every house."
- (iv) "People are prime movers."

Match List-I and List-II and choose the correct answer:

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

79.) The dynamic balance of the driving force and restraining force of change is associated with which of the following?

- (A) Force field analysis model
- (B) Force analytical model
- (C) Force field balancing model
- (D) Force field contingent model

80.) As per the managerial grid given by Blake and Mouton, the leadership style focusing on low task and high concern for the people is known as

- (A) impoverished management
- (B) club country management
- (C) team management
- (D) middle of the road management

81.) The ILO's Tripartite Consultation (International Labour Standards) Convention, 1976 was ratified by India in the year

- (A) 1978
- (B) 1982
- (C) 1996
- (D) 2016

82.) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 will apply to the establishments employing a minimum of

- (A) twenty or more migrant workmen
- (B) fifteen or more migrant workmen
- (C) ten or more migrant workmen
- (D) five or more migrant workmen

83.) Which one of the following statements is true relating to the Myers-Briggs Type Indicator of personality?

- (A) There are sixteen personality types generated on the basis of four basic elements.
- (B) There are twenty personality types generated on the basis of five basic elements.
- (C) There are ten personality types generated on the basis of four basic elements.
- (D) There are eighteen personality types generated on the basis of six basic elements.

84.) Based upon a study on cultural diversity in multinational corporations the following four dimensions emerged that differentiated national cultures in terms of their managerial ideologies:

- (i) Organization as a political system
- (ii) Organization as an authority system
- (iii) Organization as role formalization system
- (iv) Organization as hierarchical-relation system

Who among the following is associated with the study?

- (A) Hofstede
- (B) Triandris
- (C) Laurent
- (D) Maurice

85.) As per the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 the determination of the escaped amount to be recovered from the employer shall be made within which period from the date of communication of the order passed by the authorized officer?

- (A) Three years
- (B) Five years
- (C) Seven years
- (D) Ten years

86.) The Behavioural School of Management has developed many behavioural theories. Arrange the correct sequence of the major contributors to the behavioural school from the earliest to the latest.

- (a) Mary Parker Follet
- (b) Abraham Maslow
- (c) Elton Mayo
- (d) Douglas McGregor
- (e) Chris Argyris

Select the correct options:

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

87.) As per the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, because of financial hardship, if a beneficiary under the Act has not paid his contribution, the Board may waive the contribution at a time for a period

- (A) not exceeding three months
- (B) not exceeding six months
- (C) not exceeding nine months
- (D) not exceeding twelve months

88.) Which of the following statements relating to the 'Participation of Workers in Management Bill' is wrong?

- (A) The Bill was introduced in the Rajya Sabha on May 30, 1990.
- (B) The Bill was the first comprehensive legislative effort towards promotion of workers' participation in management in the country.
- (C) It has a provision for constitution of Shop-floor Councils in every establishment.
- (D) The Bill does not have any provision regarding the representation of the workers on the Board of Management.

89.) The Bhartiya Mazdoor Sangh was formed under the leadership of

- (A) S. A. Dange
- (B) S. V. Ghatge

- (C) Dattopant Thengadi
- (D) K. N. Joglekar

90.) Two statements are given below. We will consider the first statement as Assertion and the second one as Reason.

Assertion: Social security has wider aims than prevention or relief of poverty.

Reason: The fundamental purpose of social security is to give individuals and families the confidence that their level of living and quality of life will not be eroded, as far as possible, by any social or economic eventuality.

On the basis of the above given statements, choose the correct answer:

- (A) Assertion is wrong
- (B) Reason is wrong
- (C) Individuals or their families cannot be given confidence
- (D) The Reason given justifies Assertion

91.) Which of the following terms, includes the task, duties and responsibilities of a particular job?*

- (A) Job Evaluation
- (B) Job Enrichment
- (C) Job Analysis
- (D) Job Enlargement

92.) “State to secure a social order for the promotion of welfare of the people” is mentioned in which Article of the Directive Principles of State Policy of the Constitution of India?

- (A) Article 43A
- (B) Article 43
- (C) Article 38
- (D) Article 42

93.) As per the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, who is required to issue the passbook duly affixed with a passport size photograph of the workman to the migrant workman?

- (A) The Licensing Officer
- (B) The Registering Officer
- (C) The Contractor
- (D) The Inspector

94.) As per the provisions of the Mines Act, 1952 the special officer duly authorized in writing by the Chief Inspector, shall enter into any mine for the purpose of surveying, leveling and measuring after giving notice to the manager of the mine for not less than

- (A) Three days
- (B) Seven days
- (C) Ten days
- (D) Thirty Days