

## UGC NET Code 55 HRM&LW 4<sup>th</sup> January 2022

- 1.) Which one of the following frameworks emphasizes the positive and free-will aspects of human behaviour and utilizes concepts such as expectancy demand and incentive in explaining the complexities of human behaviour in organisations?
  - (A) Behaviouristic framework
  - (B) Social learning framework
  - (C) Organisational learning framework
  - (D) Cognitive framework
  
- 2.) Which one of the following is NOT related to job specification?
  - (A) Hazards
  - (B) Job Title
  - (C) Physical efforts
  - (D) Working condition
  
- 3.) Which section of the Factories Act, 1948 requires the manager of every factory to maintain register of adult workers?
  - (A) Section 60
  - (B) Section 62
  - (C) Section 64
  - (D) Section 73
  
- 4.) The primary purpose of which of the following is to protect minimum labour standards and improve working conditions?
  - (A) Protective Labour Legislation
  - (B) Regulative Labour Legislation
  - (C) Social Security Legislation
  - (D) Wage Legislation
  
- 5.) Who among the following is empowered for framing of model rules for safety measures under the provisions of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996?
  - (A) The State Government
  - (B) The Director-General
  - (C) The Central Government
  - (D) The Central Advisory Committee
  
- 6.) How much space per worker is required to avoid overcrowding in a factory, as per the provisions of the Factories Act, 1948?
  - (A) 14.2 cubic meter
  - (B) 14.6 cubic meter
  - (C) 16.2 cubic meter
  - (D) 16.4 cubic meter
  
- 7.) Which article of the Constitution of India upholds to secure and protect a social order which stands for the welfare of people as a Directive Principles of the State Policy?
  - (A) Article 20 (c)

- (B) Article 38 (i)
- (C) Article 24 (c)
- (D) Article 18 (c)

8.) Comparative cost advantage in Heckscher-Ohlin's International Trade Theory arises due to:

- (A) Differences in factor endowments
- (B) Absolute cost advantages
- (C) Economies of scale
- (D) Relative cost advantages

9.) A means of getting better results from organisation team and individual by understanding an agreed framework of planned goals, objectives and standard is termed as:

- (A) Performance Planning
- (B) Performance Management
- (C) Performance Appraisal
- (D) Performance Development

10.) An analysis by which an organization measures where it currently stands and determines what it has to accomplish to improve its HR functions is called:

- (A) HR Accounting
- (B) HR Climate
- (C) HR Audit
- (D) HR Consultant

11.) As per the provisions of the Industrial Employment (Standing Orders) Act, 1946 the standing orders shall come into operation on the expiry of how many days from the date on which authenticated copies are sent to the employers and workers representatives:

- (A) Fifteen days
- (B) Thirty days
- (C) Sixty days
- (D) Seven days

12.) Taking into account the characteristics of transnational managers given by Bartlett and Ghosal transnational managers are distinguished in three different management forms. Which one of the following is NOT included in the three forms of management?

- (A) Global business management
- (B) Worldwide functional management
- (C) Geographic subsidiary management
- (D) Top-level corporate management

13.) As per the provisions of the Payment of Wages Act. 1936, when any deduction is made by an employer. the employee shall make application to the authority for recovery of the same within a maximum period of which of the followings?

- (A) Three months
- (B) Six months
- (C) Twelve months
- (D) Two years

14.) The term 'CE-RO-AC-AE' explained as Concrete Experience-Reflective Observation-Abstract Conceptualization-Active Experimentation is associated with which of the following?

- (A) Kolb's cyclic model of learning
- (B) Huber's organisational learning model
- (C) Senates generative learning model
- (D) Argyris 'double-loop' learning model

15.) Which one of the following is NOT related to off-the-job training?

- (A) Multiple management
- (B) Management games
- (C) Sensitivity training
- (D) Special projects

16.) Who is considered as the pioneer to introduce the Human Resource Development Concept in India?

- (A) Prof. T.V. Krishnamurthy
- (B) Azimji Premji
- (C) Udai Pareek and T.V. Rao
- (D) N.R. Narayan Murthy

17.) Which among the following is NOT a component of an accident?

- (A) Unplanned event
- (B) Loss of human life or personal injury
- (C) Damage to property
- (D) Warranted event

18.) Read the following statement given below:

If the workers have no staying power and the only alternative to work is starvation, the supply of labour will be generally:

- (A) Perfectly inelastic
- (B) Perfectly elastic
- (C) The supply will fluctuate from inelastic to elastic
- (D) The statement in itself is wrong

19.) What items are typically included in the Job-Description?

- (A) It is a written statement about the wage and salary administration.
- (B) It is an oral instruction about the standing order of the organization.
- (C) It is a written of what the worker actually does.
- (D) It is an oral instruction about the job to be performed.

20.) According to the book 'The Third Wave' which one of the following is related to third wave?

- (A) The Agricultural revolution that transformed the human history
- (B) The Industrial revolution that transformed the society
- (C) The Technological and social change that transformed organisations, societies and economies
- (D) The Environmental change that transformed the entire business world and market

21.) Which of the following concept determines the activity status of a person with reference to a period of proceeding seven days?

- (A) The usual status
- (B) The current weekly status
- (C) The current daily status
- (D) Chronic unemployment

22.) The finance for Social Assistance is generally provided out of the general revenues of

- (A) Employer
- (B) Political parties
- (C) Government
- (D) All the above

23.) In which year, Joint Consultative machinery and Compulsory Arbitration in Government Department was established?

- (A) 1956
- (B) 1959
- (C) 1962
- (D) 1965

24.) The increase in unemployment that occurs during recession and depression is called:

- (A) Frictional unemployment
- (B) Structural unemployment
- (C) Cyclical unemployment
- (D) Seasonal unemployment

25.) Under which section of the Industrial Dispute Act, 1947 a retrenched workmen can be given an opportunity to re-employment?

- (A) Section 25H
- (B) Section 25G
- (C) Section 25F
- (D) Section 25C

26.) When workers remain in their place of work, but they stop work for a brief period of a few minutes or a few hours it is called

- (A) slow-down strike
- (B) sit-down strike
- (C) quickie strike
- (D) work to rule

27.) Which one of the following is not sub-processes of collective Bargaining negotiation according to Walton and McKersie?

- (A) Distributive Bargaining
- (B) Integrative Bargaining
- (C) Intra organizational Bargaining
- (D) Concession Bargaining

28.) "Scheduled employment" referred to in section 12 of the Payment of Bonus Act, 1965 means the scheduled employment stated in which one of the following legislations?

- (A) The Payment of Wages Act
- (B) The Industrial Disputes Act
- (C) The Minimum Wages Act
- (D) The Payment of Bonus Act

29.) What is the time limit for payment of wages, in case of termination of employment of an employee, as per the provisions of the Payment of Wages Act, 1936?

- (A) Before the expiry of the second working day from the day on which his employment is terminated
- (B) Before the expiry of two months after the day of termination
- (C) Before the expiry of the second working day of the next wage period
- (D) On the last day of the wage period on which the employee was terminated from employment

30.) The cost-of-living index number is taken into account in connection with which of the following acts?

- (A) The equal remuneration act
- (B) The payment of Bonus act
- (C) The minimum wages act
- (D) The payment of wages act

31.) What should be the minimum size of number of representatives in the Joint Management Council?

- (A) Six only
- (B) Eight only
- (C) Twelve only
- (D) Sixteen only

32.) In which year the federation of Indian Chambers of Commerce and Industry (FICCI) was formed?

- (A) 1881
- (B) 1905
- (C) 1927
- (D) 1931

33.) In which Industrial Policy Resolution, the following statement is given?

'In a socialist democracy, labour is a partner in the common task of development and should participate in it with enthusiasm'?

- (A) The Industrial Policy Resolution, 1947
- (B) The Industrial Policy Resolution, 1948
- (C) The Industrial Policy Resolution, 1951
- (D) The Industrial Policy Resolution, 1956

34.) Which approach suggests that there is no best way to handle any of the management problems and there is no best organizational structure to suit all situations?

- (A) Quantitative Approach
- (B) Contingency Approach

- (C) System Approach
- (D) Behavioural Approach

35.) Control involves the evaluation of inputs and taking measures before a particular sequence of operations is completed is called?

- (A) Feedback control
- (B) Concurrent control
- (C) Feed Forward control
- (D) Historical control

36.) Who suggested a comprehensive social system approach to management?

- (A) Laurence Peter
- (B) Mary Parker Follet
- (C) Elton Mayo
- (D) Chester Barnard

37.) Taylor advocated functional foremanship to introduce:

- (A) Standardization
- (B) Work Study
- (C) Specialization
- (D) Motion Study

38.) “The belief that conflict is a natural and inevitable outcome in any group” is associated with which of the following?

- (A) Human relations view of conflict
- (B) Traditional view of conflict
- (C) Interactionist view of conflict
- (D) Modernistic view of conflict

39.) Explaining motivation as a psychological process, which of the following suggests that “Performance leads to satisfaction”

- (A) Herzberg’s two factor Theory
- (B) Vroom’s expectancy Theory
- (C) Porter-Lawler Model
- (D) Adam’s Equity Theory

40.) Leader-Member relationship, degree of structure and leaders position, power are dimensions of which of the following leadership theory?

- (A) Group exchange theory
- (B) Contingency theory
- (C) Path-goal leadership theory
- (D) Trait theory

41.) Consider the following statements under the Minimum Wages Act, 1948 and identify the combination of false statements.

- (1) In relation to any schedule employment. only the State Government is deemed to be the appropriate government

(2) A person who engages workers through another person, like a contractor is not deemed to be an employer

(3) "Wages" does not include the value of any house accommodation but include house rent allowance

(4) "Schedule employment" means an employment specified in the schedule under the act

Choose the correct answer from the options given below:

(A) 1 and 2 only

(B) 2 and 4 only

(C) 1 and 3 only

(D) 3 and 4 only

42.) Which three of the following are the main objectives of performance appraisal?

(1) Improving the job performance and identify potentialities of employees

(2) To identify the needs and areas for further training of the employees

(3) To promote the grievances among the employees

(4) To make the compensation plan move rationally linked with performance

Choose the correct answer from the options given below:

(A) 1, 2 and 3 only

(B) 1, 2 and 4 only

(C) 2, 3 and 4 only

(D) 1, 3 and 4 only

43.) Consider the statements in connection with the deductions which may be made from wages under the provisions of the Payment of Wages Act, 1936:

(1) Deductions for absence from duty

(2) Deductions for house- accommodation supplied by the employer

(3) Deductions for payment to cooperative societies as approved by the appropriate governments

(4) Deductions for payment to the Employee Welfare Fund

(5) Deductions made with written authorisation of the employed person for contribution to the Prime Minister's National Relief Fund

Choose the correct answer from the options given below:

(A) 1, 3, 4 and 5 only

(B) 1, 2, 3 and 4 only

(C) 1, 2, 3 and 5 only

(D) 2, 3, 4 and 5 only

44.) Consider the statements in connection with any dispute to the amount of gratuity payable to an employee under the payment of Gratuity Act, 1972

(1) If the amount of gratuity payable by an employer is not paid by the employer within the specified period

(2) Where there is a dispute with regard to the determination of payment of gratuity. the employer or employee raising the dispute may make an application to the controlling authority for deciding the dispute

(3) The controlling authority is required to conduct an inquiry and without giving a reasonable opportunity of being heard. determine the matter under dispute

(4) The controlling authority shall direct the employer to pay such amount as reduced by the amount already deposited by the employer

(5) The controlling authority shall pay the amount deposited including the excess amount deposited by the employer to the person entitled to

Choose the correct answer from the options given below:

- (A) 1, 2, 4, 5 only
- (B) 1, 2, 3, 4 only
- (C) 2, 3, 4, 5 only
- (D) 1, 3, 4, 5 only

45.) Consider the following statements in connection with the constitution of State Welfare Boards under the provisions of the building and other construction worker's (Regulation of Employment and Conditions of Service) Act, 1996.

- (1) The state Building and other construction worker's welfare Board shall be a body corporate having perpetual succession
- (2) The Board shall consist of a chairperson to be nominated by the State Government
- (3) Not Exceeding fifteen members may be appointed by the State Government as members of the Board
- (4) The Board shall include an equal number of members representing the State Government. the employers and building workers
- (5) At least one member of the Board shall be a women

Choose the correct answer from the options given below:

- (A) 1, 2, 3, 4 only
- (B) 2, 3, 4, 5 only
- (C) 1, 3, 4, 5 only
- (D) 1, 2, 3, 4, 5 only

46.) Name 3 important reasons in the role of selection for organisations effectiveness.

- 1. Work performance and the willingness to work
- 2. Skilled employees in the organization
- (3) Cost incurred in recruiting and hiring personnel
- (4) Involvement of representatives of union

Choose the correct answer from the options given below:

**Codes**

- (A) 3, 4 and 1 only
- (B) 2, 3 and 4 only
- (C) 4, 1 and 2 only
- (D) 1, 2 and 3 only

47.) Which among the following are theories of Labour Welfare?

- (1) Theory of Adequacy of wages
- (2) Philanthropic theory
- (3) Trusteeship theory
- (4) Theory of Efficiency
- (5) Theory of Responsibility

Choose the correct answer from the options given below:

- (A) 1 and 2 only
- (B) 2 and 5 only
- (C) 2 and 3 only
- (D) 4 and 5 only



48.) Which of the following statements are correct so far as the provisions of the Employees Provident Fund and Miscellaneous Provisions Act, 1952?

- (1) It makes provision for pension scheme including family pension
- (2) It makes provision for Employees Deposit linked insurance scheme
- (3) The provisions of the Employees Provident Fund Act are not applicable to the cooperative societies employing less than forty persons working with the aid of power
- (4) There is no wage ceiling under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952

Choose the correct answer from the options given below:

- (A) 1 and 2 only
- (B) 1, 3 and 4 only
- (C) 1, 2 and 4 only
- (D) 3 and 4 only

49.) Which three of the following items the works committee may normally deal with as per approved list of the Indian Labour Conference?

- (1) Conditions of work such as ventilation, lighting, temperature and sanitation including latrines and urinals
- (2) Safety and accident prevention, occupational diseases and protective equipment
- (3) Bonus and profit sharing
- (4) Adjustment of festival and National Holidays

Choose the correct answer from the options given below:

- (A) 1, 2 and 3 only
- (B) 1, 2 and 4 only
- (C) 2, 3 and 4 only
- (D) 1, 3 and 4 only

50.) Consider the following statements under the contract Labour (Regulation and Abolition) Act, 1970

- (1) Gazetted officers of Government are to be appointed as registering officers.
- (2) The Licence issued to a contractor is transferable.
- (3) A licence issued to a contractor may be revoked if it is found that the licence was obtained by misrepresentation of or suppression of any material facts.
- (4) An aggrieved person may within thirty days from the date on which the order is communicated to him. prefer an appeal before the appellate officer.

Choose the correct answer from the options given below:

- (A) 1, 2, 3 only
- (B) 2, 3, 4 only
- (C) 1, 3, 4 only
- (D) 1, 2, 4 only

51.) Who among the following are Neo-Classical Economists?

- 1. Marshall
- 2. James Mill
- 3. Pigou
- 4. David Ricardo

Choose the correct answer from the options given below:

### Codes

- (A) 1 and 2 only
- (B) 2 and 3 only
- (C) 1 and 3 only
- (D) 3 and 4 only

52.) Consider the statements in connection with the registration of certain establishments under the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

- (1) Every principal employer of an establishment to which the Act applies, shall within the specified period make an application to the registering officer in the prescribed format for registration.
- (2) The principal employer is required to pay the fees along with the application for registration.
- (3) If the registering officer is satisfied that the applicant was prevented by sufficient Cause may entertain the application even after the expiry of the period.
- (4) If the application is not complete in every respect, shall be summarily rejected.
- (5) If the application is not so complete, the registering officer shall return the same to the principal employer of the establishment.

Choose the correct answer from the options given below:

- (A) 1, 2, 3, 4 only
- (B) 1, 2, 3, 5 only
- (C) 1, 2, 5 only
- (D) 2, 3, 4, 5 only

53.) Which among the following are the hidden costs of industrial accidents?

- (1) Worker distraction
- (2) Paperwork
- (3) Wages
- (4) Spoiled work
- (5) Loss of efficiency due to break-up of crew

Choose the correct answer from the options given below:

- (A) 1, 2 and 3 only
- (B) 1, 2 and 5 only
- (C) 2, 3 and 4 only
- (D) 3, 4 and 5 only

54.) Which among the following are the determinants of the demand for labour?

- (1) Wage rate
- (2) Productivity
- (3) Non-wage aspect of the job
- (4) Prices of other inputs

Choose the correct answer from the options given below:

- (A) 1 and 2 only
- (B) 2 and 3 only
- (C) 3 and 4 only
- (D) 2 and 4 only

55.) Identify the 4 emerged dimensions that differentiate national cultures in terms of their managerial ideologies from the study conducted by Laurent.

1. Organisations as political systems
2. Organisations as social systems
3. Organisations as authority systems
4. Organisations as role formalization systems
5. Organisations as hierarchical -relationship systems

Choose the correct answer from the options given below:

**Codes**

- (A) 1, 2, 3, 4 only
- (B) 2, 3, 4, 5 only
- (C) 1, 3, 4, 5 only
- (D) 1, 2, 4, 5 only

56.) The 3 basic procedures of behaviour modeling involve:

1. Modeling: Trainees watch live or video examples showing model behaving effectively in a problem situation Thus, the video might show a supervisor effectively disciplining subordinate.
2. Role playing: The trainee get role to play in a simulated situation they are to practice the effective behaviour demonstrated by the models.
3. Social reinforcement: The trainer provides reinforcement in the form of praise and constructive feedback.
4. Transfer of employees from one department to another.

Choose the correct answer from the options given below:

- (A) 1, 2 and 3 only
- (B) 2, 3 and 4 only
- (C) 3, 4 and 1 only
- (D) 1, 2 and 4 only

57.) Which three-tier system of participation was recommended by a Tripartite committee on workers participation in 1977 under the chairmanship of Sri Ravindra Verma?

- (1) Unit Level
- (2) Shop Floor Level
- (3) Plant Level
- (4) Corporate level

Choose the correct answer from the options given below:

- (A) 1, 2 and 3 only
- (B) 1, 3 and 4 only
- (C) 2, 3 and 4 only
- (D) 1, 2 and 4 only

58.) By merger of which two Associations of Engineering Industries in 1974, the Association of Indian Engineering Industry (AIEI) came into existence?

- (1) The Engineering Association of India 1895
- (2) The Engineering Association of India 1942
- (3) The Engineering Association of Bombay 1948
- (4) The Engineering Association of India 1938

Choose the correct answer from the options given below:

- (A) 1 and 2 only

- (B) 1 and 3 only
- (C) 2 and 3 only
- (D) 3 and 4 only

59.) Which three of the following are covered under the context described by John T. Dunlop in his Industrial Relations system?

- (1) the technological characteristics of the workplace and community
- (2) the product and factor markets or budgetary constraints
- (3) the network or web of rules in the country
- (4) the locus and distribution of power in the larger society

Choose the correct answer from the options given below:

- (A) 1, 2, 3 only
- (B) 1, 2, 4 only
- (C) 2, 3, 4 only
- (D) 1, 3, 4 only

60.) While translating the theory of trusteeship into action, Gandhi ji has advised which three steps?

- (1) Persuasion
- (2) State Legislation
- (3) Dispossession and Nationalisation
- (4) Concentration of Economic Power

Choose the correct answer from the options given below:

- (A) 1, 2 and 3 only
- (B) 1, 2 and 4 only
- (C) 2, 3 and 4 only
- (D) 1, 3 and 4 only

61.) Which of the following three methods as suggested by Sidney and Beatrice Webbs can be used by the trade unions against the capitals?

- (1) Mutual Insurance
- (2) Collective Bargaining
- (3) Political Actions
- (4) Legal Enactments

Choose the correct answer from the options given below:

- (A) 1, 2 and 3 only
- (B) 2, 3 and 4 only
- (C) 1, 2 and 4 only
- (D) 1, 3 and 4 only

62.) Which three of the following welfare schemes the State Government may formulate and notify from time to time for unorganised workers under the unorganised workers social security Act, 2008?

- (1) Provident fund
- (2) Skill upgradation of workers
- (3) Old age protection
- (4) Funeral assistance

Choose the correct answer from the options given below:

- (A) 1, 2, 3 only
- (B) 1, 2, 4 only
- (C) 2, 3, 4 only
- (D) 1, 3, 4 only

63.) Arrange the following in the process of Job Analysis:

- (1) Understanding the relevance of Job Analysis
- (2) Collecting information
- (3) Design the job
- (4) Processing the information

Choose the correct answer from the options given below:

- (A) 4, 1, 2, 3
- (B) 1, 2, 3, 4
- (C) 1, 3, 2, 4
- (D) 3, 1, 2, 4

64.) Which three types of employees are included in the definition of IHRM by P. Morgan?

- (1) Host-country National
- (2) Parent country National
- (3) Third country National
- (4) Domestic country National

Choose the correct answer from the options given below:

- (A) 1, 2, 3 only
- (B) 1, 3, 4 only
- (C) 2, 3, 4 only
- (D) 1, 2, 4 only

65.) The "family" is relation to a male employee under the provisions of the payment of gratuity Act, 1972 includes

- (1) The employee himself. his wife and children
- (2) The children of his predeceased daughter
- (3) The dependent parents of the employee
- (4) The children of his predeceased son
- (5) The dependent parents of his wife and the widow

Choose the correct answer from the options given below:

- (A) 1, 2, 3, 4 only
- (B) 1, 3, 4, 5 only
- (C) 1, 2, 4, 5 only
- (D) 2, 3, 4, 5 only

66.) Match the following.

**List I**

- a. Low performance; Low potential
- b. Low performance; High potential
- c. High performance; Low potential
- d. High performance; High potential

**List II**

- i. Work Horses

- ii. Stars
- iii. Deadwood
- iv. Problem child

Choose the correct answer from the options given below:

**Codes**

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

67.) Match List I and List II

List I

- a. Expectancy theory
- b. ERG theory
- c. Equity theory
- d. Attribution theory

LIST II

- i. Stacy Adams
- ii. Harold H. Kelly
- iii. Clayton Alderfer
- iv. Victor Vroom

Choose the correct answer from the options given below:

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

68.) Match List I and List II

List I

- a. Games People Play
- b. I am ok you are ok
- c. Johari window
- d. Role set theory of organisation

LIST II

- i. Eric Berne
- ii. Robert L. Kahm
- iii. Thomas A. Harris
- iv. Joseph Luft and Harry Ingham

Choose the correct answer from the options given below:

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

69.) Match List I and List II

List I

(Items of the Act)

- a. Authorities under the Industrial Dispute Act

- b. Strike and Lock-outs
- c. Grievance Redressal Machinery
- d. Lay-off and retrenchment

LIST II

- i. Chapter II B
- ii. Chapter V A
- iii. Chapter II
- iv. Chapter V

Choose the correct answer from the options given below:

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

70.) Match List I and List II

List I

- a. Voluntary reference of dispute to arbitration
- b. Prohibition of strikes and lock-outs
- c. Prohibition of lay-off
- d. Setting up of Grievance Redressal Machinery

LIST II

- i. Section 9C
- ii. Section 25M
- iii. Section 10A
- iv. Section 22

Choose the correct answer from the options given below:

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

71.) Match the following.

**List I**

- a. Aggression
- b. Flight
- c. Exploration
- d. Regression

**List II**

- i. Irritation, restless and violent/destructive
- ii. Showing primitive behaviour
- iii. Denying any feeling of frustration
- iv. Giving reasons and explanations for frustration

Choose the correct answer from the options given below:

**Codes**

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

72.) Match List I and List II

List I

MNC Organisational Model

- a. Multidomestic
- b. International
- c. Global
- d. Transnational

LIST II

Structural Configuration

- i. Centralized hub
- ii. Coordinated federation
- iii. Decentralized federation
- iv. Integrated network

Choose the correct answer from the options given below:

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

73.) Match List I and List II

List I (Trade Unions)

- a. Textile labour association of Ahmedabad
- b. Bombay Millhands Association
- c. All India Trade Union Congress
- d. Indian Trade Union Federation

List II (Founders President)

- i. Mahatma Gandhi
- ii. V.V. Giri
- iii. Lala Lajpat Rai
- iv. N.M. Lokandey

Choose the correct answer from the options given below:

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

74.) Match List I and List II

List I

- a. Person knows himself or herself and about the other
- b. Person knows himself or herself but does not know about the other person
- c. The person does not know about himself or herself and does not know about the other
- d. Person knows about the other but does not know about himself or herself

LIST II

- i. Hidden self
- ii. Open self
- iii. Undiscovered self
- iv. Blind self



Choose the correct answer from the options given below:

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

75.) Match List I and List II

List I

- a. Internal Coordination
- b. External Coordination
- c. Vertical Coordination
- d. Horizontal Coordination

LIST II

- i. Integration of efforts between superiors and subordinate working at different levels in an organization
- ii. Coordination between different department and persons within the organisation
- iii. Coordination between an organization and its external environment
- iv. Coordination between department or positions or persons at the same level of organisations

Choose the correct answer from the options given below:

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

76.) Arrange the following chapters in a sequence from the earliest to latest according to their dates of amendments as per the I.D. Act, 1947

- (1) Chapter VA
- (2) Chapter IIA
- (3) Chapter VB
- (4) Chapter IIB
- (5) Chapter VC

Choose the correct answer from the options given below:

- (A) 2, 4, 1, 3, 5
- (B) 1, 2, 3, 5, 4
- (C) 1, 3, 5, 2, 4
- (D) 2, 3, 4, 5, 1

77.) Given below are the theoretical frameworks of HRD. Arrange these theoretical frameworks according to their development from earliest to latest.

- (1) The Integrated HRD System Approach
- (2) The Human Capital Appraisal Approach
- (3) The Strategic Framework Approach
- (4) The People Capability Maturity Model (P-CMM) Approach

Choose the correct answer from the options given below:

- (A) 1, 3, 4, 2
- (B) 1, 2, 3, 4
- (C) 2, 3, 1, 4
- (D) 1, 4, 3, 2

78.) Sigmund Freud has discussed 4 phases of psychosexual development stages. Arrange the stages according to development from beginning to end.

1. Oral stage
2. Phallic stage
3. Anal stage
4. Genital Stage

Choose the correct answer from the options given below:

**Codes**

- (A) 2, 1, 3, 4
- (B) 1, 3, 2, 4
- (C) 1, 4, 3, 2
- (D) 2, 3, 4, 1

79.) Arrange the 5 levels of training evaluation from the first to the last as given by Phillips.

1. Learning
2. Applied Learning on the Job
3. Return on Investment
4. Business Results
5. Reaction and Planned Action

Choose the correct answer from the options given below:

**Codes**

- (A) 1, 2, 5, 3, 4
- (B) 2, 3, 4, 1, 5
- (C) 4, 5, 1, 3, 2
- (D) 5, 1, 2, 4, 3

80.) Sequentially arrange the following according to their emergence from the earliest to the latest as given by Bolwijn and Kumpe.

1. The Innovative Firm
2. The Efficient Firm
3. The Quality Firm
4. The Flexible Firm

Choose the correct answer from the options given below:

**Codes**

- (A) 3, 2, 4, 1
- (B) 1, 3, 2, 4
- (C) 2, 4, 1, 3
- (D) 2, 3, 4, 1

81.) Arrange the following Indian Trade Unions/Organisations on the basis of their founding year from earliest to latest.

- (1) Indian Trade Union Federation
- (2) The Indian Federation of Labour
- (3) The Indian National Trade Union Congress
- (4) All India Trade Union Congress
- (5) Bhartiya Mazdoor Sangh

Choose the correct answer from the options given below:

- (A) 4, 1, 3, 2, 5
- (B) 4, 1, 2, 3, 5
- (C) 1, 2, 3, 4, 5
- (D) 5, 1, 2, 3, 4

82.) Arrange the 5 steps in developing Behaviourally Anchored rating Scales (BARS) from the beginning to the end.

1. Scale critical behaviour
2. Develop BARS instrument
3. Identify performance measures
4. Retranslate critical behaviours
5. Identify critical behaviours

Choose the correct answer from the options given below:

- (A) 3, 5, 4, 1, 2
- (B) 5, 3, 2, 4, 1
- (C) 5, 1, 3, 4, 2
- (D) 3, 4, 2, 1, 5

83.) Arrange the main schemes of workers participation in management according to their year of formation from latest to earliest.

- (1) Joint Management Council
- (2) Shop Councils
- (3) Board-Level Participation
- (4) Institutes of Employees, Participation in Management for Public Sector undertaking
- (5) Works Committee

Choose the correct answer from the options given below:

- (A) 4, 2, 3, 1, 5
- (B) 2, 3, 4, 1, 5
- (C) 3, 4, 1, 2, 5
- (D) 3, 2, 1, 4, 5

84.) Arrange in a sequence from first to last the schedules as mentioned in the Industrial Disputes Act. 1947.

- (1) Matters within the jurisdiction of Industrial Tribunals
- (2) Unfair labour practices
- (3) Industries which may be declared as Public Utility Services
- (4) Matters within the jurisdiction of labour courts
- (5) Conditions of service for change of which notice to be given

Choose the correct answer from the options given below:

- (A) 4, 1, 3, 2, 5
- (B) 5, 4, 1, 2, 3
- (C) 3, 4, 1, 5, 2
- (D) 2, 4, 1, 5, 3

85.) The following are some of the committees and commissions set up in India to study the problems of labour and to suggest measures. Arrange them in a sequence from the earliest to latest as per their year of set up.

- (1) Second National Commission on Labour

- (2) Royal Commission on Labour
- (3) Labour Investigation Committee
- (4) National Commission on Labour
- (5) Bombay Textile Labour Enquiry Committee

Choose the correct answer from the options given below:

- (A) 5, 2, 4, 3, 1
- (B) 3, 5, 2, 4, 1
- (C) 2, 5, 3, 4, 1
- (D) 4, 2, 1, 5, 3

86.) Given below are two statements. One is labeled as Assertion A and the other is labeled as Reason R:

Assertion A: In the post-economic reforms era, Indian business houses initially had to take strong decisions in terms of cost-cutting measures and human resource rationalization.

Reason R: Economic reforms opened up markets and allowed foreign direct investment causing the domestic industry to compete on an uneven level playing ground.

In the light of the above statements, choose the most appropriate answer from the options given below:

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

87.) Given below are two statements. One is labelled as Assertion A and the other is labelled as Reason R:

Assertion A: Disguised unemployment is present in Indian agriculture sector in India.

Reason R: Normally marginal productivity of agriculture is high.

In the light of the above statements, Choose the most appropriate answer from the options given below:

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

88.) Given below are two statements. One is labeled as Assertion A and the other is labeled as Reason R:

Assertion A: Performance appraisal cannot be error-free and unbiased.

Reason R: The appraisal methods are covertly influenced by the human judgement which may be vitiated by inter-personal discriminatory impulses.

In the light of the above statements, choose the most appropriate answer from the options given below:

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

89.) Given below are two statements. One is labelled as Assertion A and the other is labelled as Reason R:

Assertion A: Occupational diseases are those arising out of or in the course of employment.

Reason R: It is a health problem caused by exposure to a workplace hazard. It is caused by the substances or conditions that the worker was brought into contact with at the workplace.

In the light of the above statements, Choose the most appropriate answer from the options given below:

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

90.) Given below are two statements. One is labelled as Assertion A and the other is labelled as Reason R:

Assertion A: Labour welfare is part of social welfare, both conceptually and operationally.

Reason R: It covers state of wellbeing, happiness, satisfaction and conservation and development of human resources.

In the light of the above statements, Choose the most appropriate answer from the options given below:

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

Read the passage carefully and answer the question that follows: (91 – 95)

Technology, these days has invaded every aspect of dual lives. In fact, we now try to measure every aspect of our lives with gadgets and gizmos available in the market. These health devices can track routine activities like sleep, diet, heartbeat, breathing rate, steps taken, water intake and every conceivable aspect of life. Health and fitness is measured by a smart watch, fitness band and other wearable applications available in the market. Though many of these applications are truly useful to measure health parameters like blood pressure, heart rate etc. for ailing, they have begun to dominate the lives of people for whom it becomes their personal health information guns. If the health parameters do not match the desired outcome of the application they are using, it causes anxiety and stress. Many health freaks end up with obsessive compulsive disorders.

Several psychiatrists disapprove of our dependence on gadgets to assess our health. They refer to it as the 'over monitoring syndrome'. Instead of listening to our own bodies, which are the best judges of our physical and mental health, we look at the numbers on the gadget to tell us whether we had a good workout or sufficient and restful sleep at night. Since every human being is different, can an application accurately match and measure the parameters of each individual using it? Another downside is that instead of enjoying the simple health benefits and pleasure of sport/workout, the completion of the target becomes the focal point of the exercise. The advice given by medical practitioners is that a healthy life is judged by our physical, mental and social wellbeing and not machines of any kind. So use gadgets judiciously and do not let them dictate your life.

91.) Health devices are useful for

- (A) Checking our moods
- (B) Keeping oneself fit and happy
- (C) Keeping a track of everyday activities like exercise, sleep etc.
- (D) Monitoring leisure and work activities

92.) The advice of medical practitioners is that we should measure health by:

- (A) Physical fitness
- (B) Mental fitness
- (C) Social fitness
- (D) All the above

93.) The drawbacks of health devices are:

- (A) They are too bulky
- (B) They are very costly
- (C) They cause pressure and anxiety in users
- (D) They are cause of too much distraction

94.) The ideal way to assess our health is by:

- (A) Using health gadgets which measure all our parameters
- (B) Talking to a doctor
- (C) Listening to our body
- (D) Asking family and health experts

95.) What becomes the focal point of exercise?

- (A) Enjoyment of simple benefits of exercise
- (B) Completion of target
- (C) Pleasure of spot
- (D) Pleasure of exercise

Read the passage carefully and answer the question that follows: (96 – 100)

Studies by the Bengaluru-based Swami Vivekanand Yoga Anusandhana (S-VYASA) analysed the changes that take place in the body during Om meditation. The study found "small but statistically significant" reduction in heart rate during Om meditation. This, according to the researchers, suggests a deep psycho physiological relaxation, which in turn increases alertness. The study also showed decrease in blood flow in the skin, which, too, is indicative of improved alertness.

Some studies based on the analysis of electroencephalographic (EEG) recordings have shown that mindfulness meditation improves relaxation. One study that looked at performance in cancellation tasks (a psychometric test of visual perception and vigilance) in seventy healthy subjects some of them meditated before the task - found that performance in such tasks improves after meditation.

Researchers have demonstrated that the meditation leads to positive changes in midbrain associated with vision, hearing, motor control sleep and alertness whether one choose to meditate on a single syllable or a series of thoughts. Transcendental meditation, which uses a sound or mantra, improves perception of hearing. In the various studies done by S-VYASA on sleep and meditation, it is said, meditation in many ways is similar to a deep state of sleep. Bodily sensation is voluntarily reduced in both these conditions. However, unlike in sleep, the level of awareness is significantly higher in meditation.

96.) Meditation benefits the:

- (A) Body
- (B) Mind

- (C) Spirit
- (D) All the above

97.) Transcendental meditation uses:

- (A) Sleep mode
- (B) Sound or mantra
- (C) Music
- (D) Psycho physiological phenomena

98.) What was discovered during Om meditation in the study conducted by S-VYASA?

- (A) Reduction in Pulse-rate
- (B) Reduction in Vision
- (C) Reduction in Heart rate
- (D) All the above

99.) What is the impact of mindfulness meditation according to top EEG recording?

- (A) It improves relaxation
- (B) It reduces relaxation
- (C) It has no impact on relaxation
- (D) It has negative impact on relaxation

100.) What is the impact of meditation on cancellation tasks?

- (A) It reduces after meditation
- (B) It improves after meditation
- (C) It has no impact
- (D) It has negative impact