

UGC NET Code 55 HRM&LW 5th Dec 2021 Evening

1.) By which three of the following ways can an individual performance be planned?

1. Task analysis or activities analysis
2. Key Result Areas and Goal setting
3. Key Performance Area
4. Key Description Area

Choose the correct answer from the options given below:

Options

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

2.) Excluding provisions of Section 22 of the Payment of Bonus Act, 1965, what is the maximum time limit, within which the bonus should be paid by the employer with sufficient reasons?

- (A) Five Years
- (B) One Year
- (C) Three years
- (D) Two years

3.) Which two of the following organisations conducted a joint workshop on the subject of defining the informal sector in 1997?

1. The National Commission on Labour
2. National Council for Applied Economic Research (NCAER)
3. The Self-Employed Women's Association (SEWA)
4. The National Commission on Rural Labour

Choose the correct answer from the options given below:

Options

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

4.) Who among the following are Classical Economists?

1. J. B. Say
2. Marshall
3. Pigou
4. David Ricardo

Choose the correct answer from the options given below:

Options

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

5.) By end of 1933, which three all India trade union organizations were in existence?

1. All India Trade Union Congress

2. The Red Trade Union Congress
3. National Trade Union Federation
4. Indian Trade Union Federation

Choose the correct answer from the options given below:

Options

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

6.) Match List I with List II

List I Training Techniques

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

List II Descriptions

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

Choose the correct answer from the options given below:

Options

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

7.) Which of the following are the key components of a third-generation balanced scorecard?

1. Destination Statement
2. Strategic Objectives
3. Strategic Linkage Model and Perspective
4. Measures and Initiatives

Choose the correct answer from the options given below:

Options

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

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

Assertion A: It is one thing to hold that the role of the state should be minimal, and quite another to hold that industrial relations should be based only on bilateralism.

Reason R: Bilateralism is an essential ingredient of industrial relations and both parties should rely on it as far as possible. But it cannot be denied that there is a role that mediation, arbitration, adjudication or third-party intervention can play to ensure industrial peace with justice to both sides and to the society.

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

Options

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

9.) Choose the correct options regarding the theories of Motivation.

1. Theory 'X' and 'Y' are similar to each other
2. Two factor theory is derived by McGregor
3. The concept of ERG theory is similar to Maslow's hierarchy of needs theory
4. McClelland has identified the need for power, need for achievement and need for affiliation as the motivating needs

Choose the correct answer from the options given below:

Options

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

10.) What should be the maximum number of representatives in the Joint Management Council?

- (A) six only
- (B) sixteen only
- (C) twelve only
- (D) twenty only

11.) Which of the following are the internal factors of recruitment?

1. Recruitment Policy
2. Sons of the soil
3. Image
4. Human Resource Planning

Choose the correct answer from the options given below.

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

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

Assertion A: Intra-mural and extra-mural welfare facilities in organizations are mutually complimentary

Reason R: The work-life balance needs to be ensured in order to get the best output from an employee

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

Options

- (A) A is correct but R is not correct.

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

13.) As per the provisions of the Payment of Wages Act, 1936, no fine shall be imposed on any employed person under the age of:

- (A) Eighteen Years
- (B) Fifteen Years
- (C) Sixteen Years
- (D) Twenty-one years

14.) Who is also known as 'the father of social system school' of management thought?

- (A) Chester Barnard
- (B) Elton Mayo
- (C) Henri Fayol
- (D) Herbert A. Simon

15.) Which one of the following is NOT a principle of coordination laid down by Mary Parker Follett?

- (A) Principle of completeness
- (B) Principle of direct contact
- (C) Principle of early start
- (D) Principle of reciprocal relationship

16.) Which one of the following authorities has the power to prescribe the certificate of fitness to workers in a factory under the provisions of the Factories Act, 1948?

- (A) The Certifying Surgeon
- (B) The Chief Inspector
- (C) The Owner or Occupier of the Factory
- (D) The State Government

17.) Which two of the following conventions of ILO related to Freedom of Association, Right to Organise and Collective Bargaining have NOT been ratified by India?

- (1) Convention No 11
- (2) Convention No 87
- (3) Convention No 98
- (4) Convention No 100

Choose the correct answer from the options given below:

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

18.) OCTAPACE is an acronym developed by Udai Pareek which identifies 8 important values relevant to an organisation's culture. Which one of the following gives the correct expansion of the term OCTAPACE?

- (A) Openness, Confrontation, Trust, Authenticity, Pro-action, Autonomy, Collaboration, Experimentation

- (B) Openness, Confrontation, Trust, Autonomy, Pro-action, Avoidance, Cooperation, Experimentation
- (C) Openness, Cooperation, Truthful, Authenticity, Pro-action, Authority, Collaboration, Experimentation
- (D) Openness, Cooperation, Trust, Authenticity, Pro-action, Autonomy, Collaboration, Experimentation

19.) Which one of the following Articles of Fundamental Rights includes Equality of Opportunities for all citizens in matters relating to employment or appointment to any office under the state?

- (A) Article 16 (1)
- (B) Article 17 (1)
- (C) Article 18
- (D) Article 19 (1)

20.) Who among the following took the lead in organizing the Federation of Indian Chamber of Commerce?

- (1) Sri Purshottamdas Thakurdas
- (2) Lala Shriram
- (3) G. D. Birla
- (4) Dhirubhai Ambani

Choose the correct answer from the options given below:

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

21.) Arrange the following in sequential order from the beginning to the end so far as the procedure for implementation of Certified Standing Orders under the provisions of the Industrial Employment (Standing orders) Act, 1941

- (1) Draft Standing Orders submitted by the Employer to the Certifying Officer
- (2) Modified copies of the Standing Order submitted before the Certifying Officer if required
- (3) Copies of the Standing Orders communicated to the Employer and representatives of workmen
- (4) Implementation of Certified Standing Orders
- (5) Application of model Standing Orders

Choose the correct answer from the options given below:

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

22.) Which three welfare schemes for unorganized workers, the Central Government shall formulate and notify time-to-time under the Unorganized Worker's Social Security Act, 2008?

- (1) Life and Disability Cover
- (2) Protection of Employment Cover
- (3) Health and Maternity Benefit
- (4) Old Age Protection

Choose the correct answer from the options given below:

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

23.) The process of estimating the quantity and quality of people required to meet the future needs of the organization are called:

- (A) Demand forecasting
- (B) Human Resource audit
- (C) Managerial Judgement
- (D) Supply forecasting

24.) Consider the following statements under the Building and other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996

- (1) A building worker who has been registered as a beneficiary under the Act shall cease to be beneficiary when he attains the age of sixty years
- (2) A building worker shall cease to be a beneficiary if he has not worked for at least ninety days in a year
- (3) If the building worker had been a beneficiary for at least three years continuously immediately before attaining the age of sixty years, shall be eligible to get benefits
- (4) While computing the period of ninety days, the period of absence from the building or other construction work due to any personal injury caused to him by accident arising out of and in the course of his employment shall be included

Choose the correct answer from the options given below:

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

25.) Match List I with List II

List I

- a. Committees
- b. Expert Committees
- c. Safety Committee
- d. Technical Advisory Committee

List II

- i. The Building and Other Construction Worker's (Regulation of Employment and Conditions of Service) Act, 1996
- ii. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986
- iii. The Mines Act, 1952
- iv. The Factories Act, 1948

Choose the correct answer from the options given below:

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

26.) If any question arises as to the application or interpretation of standing orders certified under the provisions of the Industrial Employment (Standing Orders) Act, 1946, either the employer or workmen can refer the same to which one of the following authorities?

- (A) Appropriate government
- (B) Civil court
- (C) Industrial tribunal
- (D) Labour court

27.) Full Employment is said to exist, if

- (A) All of these
- (B) The actual rate of unemployment does not exceed the natural rate
- (C) The actual rate of unemployment exceeds its natural rate
- (D) The actual rate of unemployment is equal to natural rate

28.) The quantitative gauge of a human resource management activity, such as employee turnover, hours of training per employee, or qualified applicants per position is known as:

- (A) Human Resource Appraisal
- (B) Human Resource Benchmarking
- (C) Human Resource Data Analytics
- (D) Human Resource Metrics

29.) Which of the following are the advantages of group activities in accordance with the functions of an enterprise?

- (1) Logical reflection of functions
- (2) Maintain power and prestige of major functions
- (3) Follows principle of occupational specialisation
- (4) Responsibility for profit is at the top only

Choose the correct answer from the options given below:

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

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

Assertion 'A': Structural inertia is an organizational resistance process to change because organizations have a built-in mechanism to produce stability.

Reason 'R': People with a high need for security are likely to resist change because it threatens their feeling of safety.

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

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

31.) The belief that 'conflict is not only a positive force in a group but that it is absolutely necessary for a group to perform effectively' is associated with which of the following?

- (A) Human Relations view
- (B) Interactionist view
- (C) Traditional view
- (D) Unitarist view

32.) Taking into account the characteristics of transnational managers, the 3 core roles and responsibilities: worldwide, business strategist, architect of an asset and resource configuration and cross-border coordinator and controller are associated with which of the following forms of transnational management?

- (A) Geographic Subsidiary Management
- (B) Global Business Management
- (C) Top-Level Corporate Management
- (D) Worldwide Functional Management

33.) Under which section of the Industrial Disputes Act, 1947, both the Central and State Government have the power to constitute a Court of Inquiry?

- (A) Section 10
- (B) Section 5
- (C) Section 6
- (D) Section 7

34.) Which one of the following statements is correct with respect to the Minimum Wages Act?

- (A) One Schedule having two parts covers industries and agriculture
- (B) Only one Schedule covers different shops and commercial establishments
- (C) Only one Schedule covers different types of seasonal industries
- (D) Three Schedules cover Factories, Plantations, and Mines

35.) Social Insurance is described as 'giving in return for contribution' and benefits up to the level of

- (A) Decent living
- (B) Fair living
- (C) Luxurious living
- (D) Subsistence living

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

Assertion A: Attitudes of confrontation must give place to an attitude of genuine partnership

Reason R: Organizations of workers as well as employers, and the state itself, should identify and create the conditions on which harmonious relations that we need can be created and maintained

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

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

37.) Job analysis is the procedure for:

- (A) Allotment the duties

- (B) Describing about the remuneration
- (C) Determining the duties and skill requirements
- (D) Fixing the responsibility

38.) The determination of basic long-term objectives of an enterprise and the adoption of courses of action and allocation of resources necessary to achieve these goals is known as:

- (A) Policies
- (B) Procedures
- (C) Rules
- (D) Strategies

39.) Which of the following factors are given in Porter's Diamond?

- (1) Factor conditions
- (2) Related and supporting industries
- (3) Market conditions
- (4) Demand conditions
- (5) Firm strategy and rivalry

Choose the correct answer from the options given below:

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

40.) As per the approved list of Indian Labour Conference, in which of the following three items should the Works Committee not normally deal with?

- (1) Wages and Allowances
- (2) Administration of welfare and funds
- (3) Bonus and profit-sharing schemes
- (4) Matters connected with the fixation of the standard labour force

Choose the correct answer from the options given below:

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

41.) The career management process can be sequenced in five stages. Arrange these stages from the beginning to the end

- (1) Strategy
- (2) Assessment
- (3) Planning
- (4) Development
- (5) Evaluation

Choose the correct answer from the options given below

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

42.) Under the provisions of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act 1996, at least how many days before the commencement of the building work is an employer required to send a written notice regarding the construction of building?

- (A) Ninety days
- (B) Sixty days
- (C) Thirty days
- (D) Two months

43.) Consider the statements in connection with the liability for payment of wages to an inter-state migrant workman under the provisions of the Interstate Migrant Workmen (Regulation and Employment and Conditions of Service) Act, 1979

- (1) The contractor shall be responsible for payment of wages to each interstate migrant workman
- (2) The principal employer shall nominate a representative duly authorised by him to be present at the time of disbursement of wages by the contractor
- (3) It shall be the duty of the contractor to ensure the disbursement of wages in presence of the employer's representative
- (4) In case the contractor fails to make payment of wages, the principal employer shall not be liable to pay wages to the inter-state migrant workman

Choose the correct answer from the options given below:

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

44.) "We believe that if these committees (Works Committees) are given proper encouragement and the past errors are avoided, they can play a useful role in the Indian Industrial System". This statement was given by:

- (A) The First National Commission on Labour, 1969
- (B) The Royal Commission on Labour, 1929
- (C) The Second National Commission on Labour, 2002
- (D) The Whitley Committee of 1916

45.) Consideration and Initiating Structure as the dimensions of leadership were identified by which of the following?

- (A) Michigan leadership studies
- (B) The Harvard leadership studies
- (C) The Iowa leadership studies
- (D) The Ohio State leadership studies

46.) Match the following.

List I

- a. Ivan Pavlov
- b. B.F. Skinner
- c. Alberta Bandura
- d. Fred Luthans

List II

- i. Social Learning Theory

- ii. S-O-B-C Model
- iii. Classical Conditioning
- iv. Operant Conditioning
- (A) a-i, b-ii, c-iv, d-iii
- (B) a-ii, b-i, c-iii, d-iv
- (C) a-iii, b-iv, c-i, d-ii
- (D) a-iv, b-iii, c-ii, d-i

47.) Arrange the following phases of internationalization from the first to the fourth phase as identified by Adler and Ghadar:

- (1) Domestic
 - (2) Multinational
 - (3) Global
 - (4) International
- Choose the correct answer from the options given below

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

48.) A set of human resource management policies and practices that promote organizational effectiveness is known as:

- (A) High-Performance Work System
- (B) Human Resource Audit System
- (C) Human Resource Information System
- (D) Human Resource Management System

49.) Consider the statements in connection with the Nomination under the provisions of the Payment of Gratuity Act, 1972

- (1) An employee who has completed one year of service shall require to make the nomination in the prescribed form
- (2) An employee may, in his nomination, distribute the amount of gratuity payable to him, against more than one nominee
- (3) An employee is required to make a nomination in favour of one or more member of his family if having family at the time of making the nomination
- (4) If a nominee predeceases the employee, the interest of the nominee shall not revert to the employee
- (5) A nomination once made by an employee can be modified by the employee at any time with written notice to the employer

Choose the correct answer from the options given below:

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

50.) Arrange in sequence the following legislations in order of their years of enactment from the earliest to the latest

- (1) The Minimum Wages Act
- (2) The Payment of Wages Act
- (3) The Payment of Gratuity Act
- (4) The Payment of Bonus Act
- (5) The Equal Remuneration Act

Choose the correct answer from the options given below

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

51.) Which one of the following is related to on-the-job training?

- (A) Case study
- (B) Committee assignments
- (C) Roleplaying
- (D) Special classes

52.) As per the provisions of the Payment of Wages Act, 1936, the registers, records relating to the payment of wages shall be preserved for at least how many years after the date of last entry?

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

53.) Which country is called 'Home of Collective Bargaining'?

- (A) Canada
- (B) Great Britain
- (C) Japan
- (D) United States of America

54.) Usual Status (US) unemployment is calculated with reference to the date of the survey to a preceding period of

- (A) One day
- (B) Seven days
- (C) Thirty days
- (D) Three hundred sixty five days

55.) Arrange the four levels of training evaluation from the first to the last as given by Kirkpatrick:

- (1) Reaction
- (2) Results
- (3) Job Behaviour
- (4) Learning

Choose the correct answer from the options given below:

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

(D) 4, 1, 2, 3

56.) Who among the following focussed on the soft side of an organization as a sequel to globalization comprising adhocracy, simple structure, the divisionalized form, the machine bureaucracy and the professional bureaucracy?

- (A) Bartlett and Ghoshal
- (B) Burns and Stalker
- (C) Henry Mintzberg
- (D) J. S. Black

57.) Which one of the following is NOT concerned with a Job Description?

- (A) Experience
- (B) Job summary
- (C) Supervision given
- (D) Working condition

58.) "Labour is not a commodity" is the assertion made in which of the following?

- (A) The Constitution of India
- (B) The Magna Carta
- (C) The Philadelphia Declaration of ILO
- (D) The Universal Declaration of Human Rights

59.) Which of the following are true relating to Potential Appraisals?

- (1) Inform employees about their future prospects
- (2) Help the organization chalk out a suitable succession plan
- (3) Update training efforts from time to time
- (4) Advise employees about what they must do to improve their career prospects

Choose the correct answer from the options given below:

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

60.) Given below are the different steps of process of learning. Arrange these from beginning of the process to the end.

- (1) Assimilation or retention
- (2) Acquiring knowledge
- (3) Internalization of new knowledge
- (4) Application of new learning
- (5) Self-monitored learning

Choose the correct answer from the options given below

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

61.) Who viewed "trade unions as a means of representing the interests of workers through the strategies of mutual insurance, collective bargaining, and legal enactments"?

- (A) John R. Commons
- (B) Karl Marx
- (C) Neil W. Chamberlai
- (D) Sidney and Beatrice Webb

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

Assertion A: Financial inclusion is desirable to help the weaker sections of the society in the country

Reason R: Investment activity needs to be promoted to facilitate access to development benefits

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

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

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

- (1) United Trade Union Congress
- (2) The Red Trade Union Congress
- (3) The Textile Labour Association of Ahmedabad
- (4) Hind Mazdoor Sabha
- (5) Self Employed Woman's Association

Choose the correct answer from the options given below:

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

64.) Due to the operation of the law of diminishing returns, the demand curve of labour

- (A) Moves upward
- (B) Remains static
- (C) Slopes down
- (D) Slopes downward and then moves upward

65.) When an employer asks employees to sign a type of loyalty oath stating that "the employee would neither join nor participate in the activities of a union" is known as:

- (A) Collective Bargaining Agreement
- (B) The Conspiracy Doctrine
- (C) The Yellow-Dog Contract
- (D) Unfair Labour Practices

66.) Who developed the Warwick Model of HRM?

- (A) Dave Ulrich
- (B) David Guest
- (C) Harvard
- (D) Hendry and Pettigrew

67.) Arrange the different phases of strategic planning in multinational firms starting from the beginning to the end :

- (1) Strategic business units
- (2) Entry and participation strategy
- (3) External and internal analysis
- (4) Organisational structure, control, and coordination mechanism

Choose the correct answer from the options given below

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

68.) Consider the statements with respect to the minimum rate of wages fixed or revised, under the Minimum Wages Act, 1948

- (1) Basic rate of wages with or without the cost of living allowances
- (2) Basic rate of wages and a special allowance at a rate to be adjusted at such intervals by the appropriate government
- (3) An all-inclusive rate allowing for the basic rate
- (4) Basic rate inclusive of house rent allowances and travelling allowances
- (5) Cash value of concessions, if any

Choose the correct answer from the options given below:

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

69.) Match List I with List II

List I

Provisions given in the schedule

- a. Illegality or otherwise of a strike or lock-out
- b. Shift working otherwise than in accordance with standing orders
- c. Any changes in contribution paid or payable by the employer to any provident fund or pension fund
- d. Failure to implement award, settlement, or agreement

List II

Schedule of Industrial Disputes Act

- i. Schedule III
- ii. Schedule V
- iii. Schedule II
- iv. Schedule IV

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

70.) Consider the statements relating to the fines under the Payment of Wages Act, 1936

- (1) No fine shall be imposed on any employed person until he has been given an opportunity of showing cause against the fine
- (2) The total amount of fine which may be imposed in any one wage period on any employed person shall not exceed an amount equal to three per cent of wages
- (3) Every fine shall not be deemed to have been imposed on the day of the act or omission in respect of which it was imposed
- (4) Fine shall not be imposed on any employed person who is under the age of fifteen years
- (5) All fines and all realisations shall be recorded in a register to be kept by the person responsible for the payment of wages

Choose the correct answer from the options given below:

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

71.) Arrange the committees/commission in sequence from the latest to the earliest, as per the year they were set up

- (1) Royal Commission on Labour
- (2) National Commission on Labour
- (3) Standing Labour Committee
- (4) Labour Investigation Committee
- (5) Bihar Labour Enquiry Committee

Choose the correct answer from the options given below

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

72.) Which of the following are the ways of determining a representative union for the purpose of Collective Bargaining in India?

- (1) Code of Discipline
- (2) Secret Ballot
- (3) Check-off System
- (4) Membership Verification

Choose the correct answer from the options given below:

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

73.) Match List I with List II

List I

Trade Unions

- a. Madras Workers Union
- b. All India Trade Union Congress
- c. Indian Trade Union Federation
- d. Indian National Trade Union Congress

List II

Founder President

- i. B. P. Wadia
- ii. V. V. Giri
- iii. Lala Lajpat Rai
- iv. Suresh Chandra Banerjee

Choose the correct answer from the options given below:

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

74.) Which among the following are the determinants of the supply of labour?

- (1) Product demand
- (2) Preference for Work versus Leisure
- (3) Number of firms
- (4) Number of qualified suppliers

Choose the correct answer from the options given below:

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

75.) Which among the following are theories of labour welfare?

- (1) Social Responsibility theory
- (2) Placating theory
- (3) Public Relations theory
- (4) Coordination theory
- (5) Accountability theory

Choose the correct answer from the options given below:

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

76.) In an attempt to integrate individual and organisational goals, who developed the concept of Linking Pin?

- (A) Elton Mayo
- (B) Mary Parker Follett
- (C) Max Weber
- (D) Rensis Likert

77.) Which among the following is NOT a major type of Safety Audits?

- (A) Compliance with standards
- (B) Promotion of safe behaviour
- (C) Scheduled Audit
- (D) Unannounced Audit

78.) Match the following.

List I

- a. Product life cycle theory
- b. Transaction cost theory
- c. Comparative Cost Difference theory
- d. Relative Comparative Cost Advantages theory

List II

- i. David Ricardo
 - ii. R. G. Vernon
 - iii. Dunning
 - iv. Heckscher-Ohlin
- (A) a-i, b-ii, c-iii, d-iv
(B) a-ii, b-iii, c-iv, d-i
(C) a-ii, b-iv, c-i, d-iii
(D) a-iii, b-i, c-ii, d-iv

79.) An unauthorized strike that is called for without the approval of the union, is commonly known as

- (A) Bandh
- (B) Quickie strike
- (C) Sit-down strike
- (D) Wild-cat strike

80.) Which among the following are the indirect costs of industrial accidents?

- (1) Loss of earning power
- (2) Loss of production
- (3) Paperwork
- (4) Legal issues
- (5) Equipment

Choose the correct answer from the options given below:

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

81.) Match the following.

List I

- a. Elton Mayo
- b. F. W. Taylor
- c. Henri Fayol
- d. Chester Barnard

List II

- i. Father of Modern Management Theory
 - ii. Hawthorne effect
 - iii. Comprehensive social system approach
 - iv. Principles of scientific management
- (A) a-ii, b-iv, c-i, d-iii
(B) a-ii, b-iv, c-iii, d-i
(C) a-iii, b-i, c-iv, d-ii

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

82.) Match the following.

List I (Type of MNC)

- a. Multinational
- b. Global
- c. Domestic
- d. International

List II (Focus)

- i. Home market and Export
- ii. Local responsiveness and transfer of learning
- iii. Global strategy, low cost and price competition
- iv. Local responsiveness and global integration

Choose the correct answer using the options given below.

Codes

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

83.) Explaining to understand human behaviour which one of the following emphasizes that, “the person and the environmental situation do not function as independent units but, in conjunction with the behaviour itself, reciprocally interact to determine human behaviour”?

- (A) Behaviouristic Framework
- (B) Cognitive Framework
- (C) Organizational Development Framework
- (D) Social Learning Framework

84.) "The labour movement prepares the ground wherein the seed of trade unionism grows." Who said this?

- (A) Frank Tannenbaum
- (B) G. D. H. Cole
- (C) Karl Marx
- (D) S. D. Punekar

85.) Who among the following were the founder members of the Red Trade Union Congress?

- (1) S. V. Deshpandey
- (2) G. L. Khandelkar
- (3) B. T. Ranadiv
- (4) R. R. Bhalla

Choose the correct answer from the options given below:

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

86.) Arrange the main schemes of Workers Participation in Management according to their year of formation from the earliest to the latest

- (1) Joint Management Councils
- (2) Shop Councils
- (3) Board-Level Participation
- (4) Institution of Employees' Participation in Management for Public Sector Undertakings
- (5) Works Committee

Choose the correct answer from the options given below:

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

87.) The facilities covered under the welfare and health of contract labour as per provisions of the Contract Labour (Regulation and Abolition) Act, 1970 are:

- (1) Canteens
- (2) Drinking water facilities
- (3) Creches
- (4) Restrooms
- (5) First-aid facilities

Choose the correct answer from the options given below:

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

88.) Match List I with List II

List I

- a. Job analysis
- b. Job specification
- c. Job description
- d. Job enlargement

List II

- i. A list of human requirements of a job
- ii. Assigning workers additional activities at the same level
- iii. Procedure for determining the duties and skill requirements of the job
- iv. A list of duties and responsibilities of a job

Choose the correct answer from the options given below:

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

89.) Match the following.

List I (Theory of Group Formation)

- a. Propinquity theory
- b. Balance theory
- c. Exchange theory
- d. George Homans' theory

List II (Characteristics)

- i. Activities interactions and sentiments
- ii. Similar attitudes towards commonly relevant objects and goals
- iii. Reward-cost outcomes of interaction
- iv. Spatial or geographical proximity

Choose the correct answer from the options given below:

Codes

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

90.) Explaining a relationship between satisfaction and performance, which of the following implicitly assumes that “satisfaction leads to improved performance and dissatisfaction detracts from performance”?

- (A) Adam's Equity theory
- (B) Attribution theory of motivation
- (C) Content theories of motivation
- (D) Vroom's Expectancy theory

Read the passage carefully and answer Questions (91-95).

Following the latest trends and being fashionable is the ‘in thing’ these days. This fad is not only prevalent in clothes, accessories, home decor and every conceivable thing, but also in attitudes and behaviours. These days being rude, loud, intolerant, and aggressive is ‘COOL’. Anyone who is quiet, polite and keeps a low profile is labelled a sissy, simple and regressive.

Increasingly, the world is becoming ‘I’ centric. Everyone believes and follows the principle of ‘ME’ and ‘MYSELF’ above ‘YOU’ and ‘YOURS’. Checking the phone repeatedly when in company, not listening to others, interrupting a conversation, talking loudly on the phone in a public place, parking the car in the middle of the road and being unmindful of the traffic chaos, being nasty on social media, aggression on the road is all a part of normal behaviour these days.

A 2013 survey found that as social media usage surged over the years, it has given rise to increasing cases of incivility: with 78 % of 2698 people reporting an increase in rudeness online. Social media has brought about an increase in bad manners and loss of courtesies, decency and etiquette in society. Perhaps, it is easier to be mean, and rude when one is not in a face-to-face interaction with somebody. Sadly, appalling behaviour, intolerant views, a good dose of abuse, aggression and expletives thrown in, have become fodder for the soul.

91.) What is NOT included in identification of a low-profile individual?

- (A) Attractive
- (B) Regressive
- (C) Simple
- (D) Sissy

92.) When is it easier to be nasty?

- (A) When one is in a public place
- (B) When one is not face to face
- (C) When one meets the other person
- (D) When one talks in a group

93.) We are becoming increasingly rude because:

- (A) Social media encourages such behaviour
- (B) We are not concerned about others' feelings
- (C) We are subjected to modern day stresses
- (D) We like being rude

94.) In order to be fashionable and cool these days, one has to be:

- (A) Dressed in latest fashion
- (B) Funny and friendly
- (C) Intolerant, ill-mannered and aggressive
- (D) Knowledgeable

95.) What is NOT considered as a part of normal behaviour these days?

- (A) Being nasty on social media
- (B) Following the traffic rules
- (C) Not listening to others
- (D) Talking loudly over phone in public place

Read the passage carefully and answer questions that follow (96 – 100)

'Chanakya Neeti' is synonymous with efficient statecraft around the world, and Chanakya is India's face of political statecraft and the rich political understanding of its ancient heritage. No political efficiency is devoid of understanding Chanakya and his ways of statecraft. In fact, he showed the world that political theory is in practice. Ancient Indian history is incomplete without a reference to his ways of statecraft and politics.

Chanakya amazes any scholar with his multifaceted character, but it had a distinct focused aim. He was more about philosophy and thoughts put into action. He does not bore you with his philosophical theory but engages you to think, act and achieve what you dream of. He overthrew a mighty empire and put in the throne a humble man like Chandragupta Maurya. He identified the potential ruler from a group of children, thus gave the world a great sovereign who united the Indian subcontinent into a political and administrative unit.

For sure, Chanakya's mental capabilities were superb. The modern global diplomacy revolves around his principle of 'saam, daam, dand, bhed' (persuade, purchase/set a price upon, punish, exploit the weakness). His Arthashastra elevates the state to a position where service to it entails imperatives unknown to morality. Chanakya would have been identified as a professor of political science and economics at Takshshila. He was an economic, political and royal adviser and a think tank, and can be credited to have given India its complex united empire.

96.) 'Chanakya Neeti' is:

- (A) A complex way of thinking
- (B) A political treatise
- (C) A philosophy
- (D) An individual

97.) The modern-day global diplomacy follows the principle of

- (A) Persuasion, exploitation, punishment and purchase
- (B) Purchase, punish, request and accept
- (C) Request, cajole, threaten and persuade
- (D) Reward, request, entreaty and punishment

98.) Chanakya identified the potential ruler from among which one of the following?

- (A) Children
- (B) Kings
- (C) Politicians
- (D) Teachers

99.) Chanakya amazes scholars because of:

- (A) Ability to get people to think, act and achieve their dreams
- (B) Boring political philosophy
- (C) His character
- (D) His focused aim

100.) In Arthshastra, Chanakya places the interest of the state:

- (A) Above any moral responsibility
- (B) At par with moral responsibility
- (C) Below moral responsibility
- (D) The state has nothing to do with moral responsibility