

UGC NET Code 55 HRM&LW June 2020

1.) Shops and Commercial Establishment Legislation comes under which one of the categories of Labour Legislations?

- (A) Welfare Legislations
- (B) Social Security Legislations
- (C) Protective Labour Legislations
- (D) Wage Legislations

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

Assertion A: A person who makes things happen believes in his objectives and he will see to it that they are met regardless of the difficulties.

Reason R: Such a person is fully alerted to competition and is determined to keep so far in front of the competition that cannot overtake him.

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 but 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

3.) SOBC model is used to identify the major variables in organizational behaviour and to show how they relate to another. Choose from the following, the alternative that gives the correct terms for the letters SOBC.

- (A) Structure, Organisation, Behaviour, Cognition
- (B) Stimulus, Organisation, Behaviour, Control
- (C) Stimulus, Organism, Behaviour, Consequences
- (D) Structure, Opportunity, Behaviour, Consequences

4.) Arrange the following steps in proper sequence relating to HR Planning:

- (a) Forecast of Personnel needs and supplies
- (b) Defining organizational objectives and policies
- (c) Control and evaluation
- (d) HR Programming
- (e) HRP implementation

Choose the correct answer from the options given below:

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

5.) The process for enabling employees to better understand and develop their career skills and interests, and to use these skills and interest more effectively is called as _____.

- (A) Career Development
- (B) Career Management
- (C) Career Planning
- (D) Career Counselling

6.) Match List I and List II.

List I

- (a) The other fellow is to be conquered and put at my service
- (b) The other fellow should be helped up when down, without too much concern for what got him down
- (c) The other fellow has something to contribute to my efforts and can help me
- (d) The other person should be cared for, and I will decide to what extent

List II

- (i) Paternalism
- (ii) Participation
- (iii) Welfare
- (iv) Slavery

Choose the correct answer from the options given below:

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

7.) In which year, the Rule 81A was added to the Defence of India Rules?

- (A) 1939
- (B) 1942
- (C) 1945
- (D) 1947

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

Assertion A: Wages and hours of work, according to Bargaining theory of wages, are ultimately determined by the relative bargaining strength of employers and the workers.

Reason R: The theory advocates that there is an upper limit and a lower limit of wage rates and the actual rate of wages between these limits are determined by the bargaining power of employers and workers.

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 but 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

9.) Given below is a list of organisations. Arrange them in a chronological order starting from the earliest to the latest on the basis of the years of their formation.

- (a) Bombay Mill Hands Association
- (b) Amalgamated Society of Railway Servants in India and Burma
- (c) Madras Labour Union
- (d) Indian Federation of Labour

Choose the correct answer from the options given below:

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

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

10.) Which of the following statements relating to the Sachar Committee are true?

- (a) It was appointed in 1977.
- (b) It submitted its report in 1979.
- (c) One of the terms of reference for the Committee was 'to suggest measures by which workers' participation in the share capital and management of companies can be brought about.
- (d) The Committee did not recommend any 'mandatory participation in equity by the workers'.

Choose the correct answer from the options given below:

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

11.) The main function of the shop council is to increase production and overall efficiency of the shop or department. Which of the following are the functions of the shop council?

- (a) Improvement of physical conditions of working.
- (b) To study absenteeism in the shops.
- (c) The preparation of schedule of working hours and holidays.
- (d) Awarding rewards for valuable and creative suggestions.

Choose the most appropriate answer from the options given below:

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

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

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

13.) The four steps of frustration cycle is given below. Arrange the correct sequence of frustration cycle.

- (a) Adaptive deterioration
- (b) Isolation
- (c) Defensive Behaviour
- (d) Distorted Perception

Choose the correct answer from the options given below:

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

14.) Given below are some of the conventions adopted by ILO. Arrange those conventions in a sequence from the earliest to latest according to the years of adoption.

- (a) The Protection of Wage Convention
- (b) The Minimum Wage Fixing Machinery Convention
- (c) The Holidays with Pay Convention
- (d) The Minimum Wage Fixing Machinery (Agriculture) Convention

Choose the correct answer from the options given below:

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

15.) Which of the following statements relating to the trade union movement in India are true?

- (a) The Ahmedabad Textile Labour Association was established in 1920.
- (b) The AITUC was established in 1920.
- (c) Lala Lajpat Rai was the first General Secretary of the AITUC.
- (d) There was a split in the AITUC in 1929.

Choose the correct answer from the options given below:

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

16.) Contingency Theories of leadership were developed by:

- (a) Blake and Mouton
- (b) Fiedler
- (c) Hickson
- (d) Vroom and Yetton

Choose the correct answer from the options given below:

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

17.) 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) Operational Approach
- (B) Contingency Approach
- (C) Case/ empirical Approach
- (D) System Approach

18.) Revitalizing the competitive position of a company through innovativeness learning and strong organizational commitment to organizational change is known as:

- (A) Re-invention
- (B) Re-orientation
- (C) Strategic Intent
- (D) Strategic Development

19.) Transactional Analysis is associated with _____.

- (A) Intrapersonal Conflict

- (B) Interpersonal Conflict
- (C) Union Management Conflict
- (D) Inter Group Conflict

20.) Which of the followings are related to steps of Job Analysis?

- (a) Gather Information
- (b) Questionnaire
- (c) Job description
- (d) Job specification

Choose the correct answer from the options given below:

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

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

‘Man is believed to have an instinctive urge by which he strives to remove the suffering of others and promote their well being.’ This concept is imbibed in which theory of labour welfare?

- (A) Trusteeship Theory
- (B) Public Relations Theory
- (C) Philanthropic Theory
- (D) The Functional Theory

22.) “Minimum requirement about membership of a Trade Union” as Section 9A, inserted by way of an amendment in the Trade Unions Act, 1926, came into force from:

- (A) 9th January 2020
- (B) 9th January 2002
- (C) 1st April 2002
- (D) 1st July 2001

23.) Under the provisions of the Industrial Employment (standing orders) Act, 1946, a certified standing order shall not be modified until the expiry of which period from the date, the certified standing order came into operation?

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

24.) Who among the following is associated with the ‘Theory of Andragogy’ relating to Learning?

- (A) Edward de Bono
- (B) L. S. Vygotsky
- (C) G. S. Reynolds
- (D) Malcom Knowles

25.) The ‘Out Worker’ is defined under which of the following legislation?

- (A) The Industrial Employment (Standing Orders) Act, 1946
- (B) The Contract Labour (Regulation and Abolition) Act, 1970

- (C) The Employees' Compensation Act, 1923
- (D) The Payment of Wages Act, 1936

26.) A method of determining compensation for the international staff, where it takes all costs incurred by the employee in both the home country and host country, is known as:

- (A) Balance Sheet System
- (B) Budget System
- (C) Home-net System
- (D) Local going-rate System

27.) Given below are some of the training methods for the executives. Choose the methods which are covered under off-the-job methods.

- (a) Special Projects
- (b) Programmed Instructions
- (c) Committee Assignment
- (d) Conference Training

Choose the most appropriate answer from the options given below:

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

28.) Which of the following statement is correct to define 'child' as per the provisions of child and Adolescent Labour (Prohibition and Regulation) Act, 1960?

- (A) A person who has not completed his fourteenth year of year
- (B) A person who has not completed such age as may be specified in the right of children to Free and Compulsory Education Act, 2009
- (C) A person who has not completed his fourteen year of age or such age as may be specified in the Right of Children to free and compulsory Education Act, 2009, whichever is more.
- (D) A person who has not completed his fourteenth year of age or such age as may be specified in the Right of Children to free and compulsory Education Act, 2009, whichever is less.

29.) Ranking employees from the best to worst on a particular trait, choosing highest then lowest, until all are ranked is termed as:

- (A) Graphic Rating Scale
- (B) Alternative Ranking Method
- (C) Paired comparison Method
- (D) Forced Distribution Method

30.) As per the provisions of the Payment of gratuity Act, 1972, an employee on termination of employment after continuous period of five years, shall be eligible to receive the gratuity from employer under which of the following conditions:

- A. On his superannuation
- B. On his retirement and resignation
- C. On his death or disablement due to accident
- D. On dismissal from the Employment For gross Misconduct.

Choose the correct answer from the options given below.

- (A) A, B, D only

- (B) A, C, D only
- (C) A, B, C only
- (D) B, C, D only

31.) Match List I and List II

List I

- A. Discipline
- B. Regulation of Employer Employees relations
- C. Wage provisions
- D. Mode and Time of payment of Wages

List II

- I. The Payment of Wages Act, 1936
- II. The industrial Employment (Standing Orders), 1946 Act
- III. The Industrial Dispute Act, 1947
- IV. The Minimum Wages Act, 1948

Choose the correct answer from the options given below:

- (A) A-II, B-III, C-IV, D-I
- (B) A-III, B-IV, C-I, D-II
- (C) A-III, B-IV, C-II, D- I
- (D) A-III, B-II, C-IV, D-I

32.) Match List I and List II:

List I

- A. group influences in the work place
- B. Administrative theory – Rules of Management
- C. Father of Modern Management Theory
- D. systems theory

List II

- I. Max Weber
- II. Chester Barnard
- III. Mary Parker Follett
- IV. Henri Fayol

Choose the correct answer from the options given below:

- (A) A-III, B-IV, C-I, D-III
- (B) A-IV, B-I, C-II, D-III
- (C) A-III, B-I, C-IV, D-II
- (D) A-II, B-III, C-IV, D-I

33.) The schemes under the Provident Fund Act, 1952 enacted at different years. Arrange those schemes according to their year of enactment from the earliest to the latest.

- A. Employees Pension scheme
- B. Family Pension Scheme
- C. Employee's Deposit- Linked Insurance Scheme
- D. Employee's Provident Fund scheme

Choose the correct answer from the options given below:

- (A) A, D, C, B
- (B) A, C, B, D
- (C) D, B, C, A

(D) B, D, C, A

34.) Appreciate Inquiry process was developed by David Cooperrider and Suresh Strivastava giving four phases. Arrange four phrases from one to four:

- A. Dream
- B. Design
- C. Discovery
- D. delivery

Choose the correct answer from the options given below:

- (A) B, C, A, D
- (B) C, A, B, D
- (C) B, A, D, C
- (D) D, A, C, D

35.) Which among the following is left out while calculating natural rate of unemployment?

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

36.) Who among the following has given the concept of structure of psyche in terms of id, ego and superego?

- (A) S.Schacter
- (B) Carl Yung
- (C) Sigmund Freud
- (D) Eric Berne

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

Assertion A: Collective bargaining provides for procedural and substantial rules procedural rules concern Mechanism for dealing Interpretation of agreements as well as resolving conflicts whereas substantial rules concern the substances of agreement, in both markets and managerial relationships.

Reason R: Collective Bargaining is viewed as a process of give and take rather than 'giving in'.

In the light of the above statement 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 but R is not correct explanation of A
- (C) A is correct but R is not correct.
- (D) A is not correct but R is correct.

38.) Match List I and List II:

List I

- A. Frictional Unemployment
- B. Seasonal unemployment
- C. Cyclical Unemployment
- D. Structural Unemployment

List II

- I. Unemployment that varies predictably with season
- II. When people are in transition from one job to another or when they first enter the labour market.
- III. In periods of economic change when new jobs have being created have requirements different from the old job being lost.
- IV. Association with reduction in a real output during period of recession.

Choose the correct answer from the option given below:

- (A) A-II, B-III, C-I, D-IV
- (B) A-II, B-I, C-IV, D-III
- (C) A-II, B-III, C-IV, D-I
- (D) A-IV, B-I, C-III, D-II

39.) As per the provision of Payment of Gratuity Act, 1972, the definition of 'family' in relation to an employee includes:

- A. in case of male employees, himself, his wife, his children whether married or in married, his dependent parents, and children of predeceased son, if any.
- B. In case of female employee, herself, her husband, her children whether married or unmarried and dependent parents of her husband and widow and children of her predeceased son, if any.
- C. In case of male employees, himself, his wife, his children whether married or unmarried, his dependent parents, dependent parents of his wife and the widow and children of his predeceased son, if any.
- D. in case of male employees, himself his wife, his children whether married or unmarried and his dependent parents.

Choose the correct answer from the options given below:

- (A) B and C only
- (B) A and B only
- (C) B and D only
- (D) none of the above

40.) Which among the following factors given below are hidden cost of accidents?

- A. Legal issues
- B. Loss of morale
- C. Spoiled work
- D. Training cost of replaced worker
- E. lost time by fellow employers

Choose the correct answer from the options given below:

- (A) A, B and C only
- (B) A, C and E only
- (C) C, D and E only
- (D) A, B and D only

41.) Which among the following have distinguished four different phases in the business in the business environment for Multinational Corporation based on the criteria of price, quality product line and uniqueness?

- (A) Barlett and Ghosal
- (B) Heckscher and Ohlin
- (C) Adler and Morgon
- (D) Bolwijn and Kumpe

42.) The leader who guide and motivate a followers in the direction of established goals by clarifying role and task requirement is:

- (A) Transformational leader
- (B) Charismatic Leader
- (C) Transactional Leader
- (D) Facilitative Leader

43.) System Theory of organisation was given by ____?

- (A) Max Weber
- (B) Chester Barnard
- (C) Robert Owen
- (D) F. W Taylor

44.) Which of the following statements relating to the criteria of Recognition of unions prescribed in the code of discipline is true?

- A. Where there is more than one union claiming recognition should have been functioning for at least one year after registration, where there is only one union this condition does not apply.
- B. A union may be claim to be recognized as a representative union for an industry in a local area if it has a membership of at least 25% of workers of that industry in the area.
- C. When a union has been recognized, there should be no change in its position for a period of three years
- D. Where there are several unions in an industry or establishment, the one with the largest membership be recognized.

Choose the correct answer for the following options given below:

- (A) A, B, C only
- (B) B, C, D only
- (C) A, C, D Only
- (D) A, B, D only

45.) Match List I and List II

List I (Training Description)

- A. Providing a common focus discussion
- B. Insight into a given interaction
- C. Bringing out ideas that are not often expressed
- D. Working under a senior to watch and learn

List II (Training Technique)

- I. shadowing
- II. Multiple role playing
- III. Monodrama
- IV. Doubling

Choose the correct answers from the options given below:

- (A) A-II, B-III, C-IV, D-I
- (B) A-III, B-II, C-IV, D-I
- (C) A-IV, B-III, C-I, D-II
- (D) A-II, B-I, C-IV, D-III

46.) Who made the classification of industrial relations systems as:

- a. the peasant- lord system
- b. the primitive market system
- c. the small manufactory
- d. the life time commitment system
- e. the bipartite system
- f. the tripartite system
- g. the corporatist- bureaucratic system
- h. the mobilizing system
- i. the socialist system?

Choose your answer from the options given below.

- (A) Richard Peterson
- (B) John T. Dunlop
- (C) Robert Cox
- (D) H.S kirkaldly

47.) Given below are some of the provision relating to the strikes and lockouts in public utility services under the I.D Act, 1947. No person employed in a public utility services shall go on a strike:

- A. Without giving to the employer notice of strikes within six weeks before striking
- B. Within 45 days of giving such notice
- C. Before the expiry of the date of strike specified in any such notice as aforesaid
- D. During the pendency of any conciliation proceeding before a conciliation officer and fifteen days after conclusion of such proceedings’.

Choose the correct answer from the options given below:

- (A) A and C only
- (B) A, B and C only
- (C) A, C and D only
- (D) A, B, C, D only

48.) Which of the following subjects is **not** enumerated in the concurrent List of Indian Constitution?

- (A) Oil fields
- (B) Trade Unions
- (C) Factories
- (D) Vocational and Technical Training of Labour

49.) The statement “ I love the company, I am working for, I love my job, I am a learning state and I am growing because of my organization and so I will give my company my best in return is associated with?

- (A) The Eiffel Tower Culture
- (B) The family Culture
- (C) The Incubator Culture
- (D) The guided Missile Culture

50.) Match List I and List II

List I

- A. Kaizen
- B. Value stream mapping

- C. 20- point programme
- D. Total Quality Management

List II

- I. Focus on meeting the customer requirement on time
- II. Focuses on continuous improvements in the manufacturing, engineering of management
- III. Focuses on the intense and regular scrutiny of every step in work processes in an organization
- IV. Focuses on Specific socio-economic measure

Choose the correct answer from the options given below:

- (A) A-I, B-II, C-III, D-IV
- (B) A-II, B-I, C-IV, D-III
- (C) A-III, B-I, C-II, D-IV
- (D) A-IV, B-III, C-I, D-II

51.) Given below are some incentive schemes. Find out the schemes which are covered under the category 'Earnings vary less proportionately than output'.

- A. Halsey plan
- B. Emerson's Efficiency Plan
- C. Barth Scheme
- D. Rowan Plan

Choose the Correct answer from the options given below:

- (A) A, B, C only
- (B) B, C, D only
- (C) A, C, D only
- (D) A, B, D only

52.) Giving employees more authority is known as:

- (A) Authority
- (B) Responsibility
- (C) Employee Empowerment
- (D) Decentralization

53.) Match List I and II.

List I

- A. Reformist Unions
- B. Revolutionary unions
- C. Craft Unions
- D. Industrial Unions

List II

- I. Industrial workers of the world (IWW)
- II. Unions affiliated to the American federation of labor and congress for Industrial Organisation (AFL-CIO)
- III. Rastriya Mill Mazdoor Sangh, Bombay
- IV. The Ahmadabad Weavers Unions

Choose the correct answer from the options given below.

- (A) A-II, B-I, C-IV, D-III
- (B) A-III, B-II, C-I, D-IV
- (C) A-I, B-III, C-II, D-IV
- (D) A-IV, B-III, C-I, D-II

54.) Under the provision of Payment of Bonus Act, 1965, an employee of establishment, shall be entitled for bonus to be paid by employers provided the employee has worked for a minimum period of how many days in the establishment in a financial year?

- (A) Thirty days
- (B) sixty Days
- (C)Ninety Days
- (D) Two Hundred Forty Days

55.) Which of the following statement related to the trade union movement in India are true?

- A. The Indian National Trade Union Congress was formed by Hindustan Mazdoor Sevak Sangh.
- B. There was a rift in All India Trade Union Congress In 1970.
- C. The first President of All India Trade Union Congress was Chaman Lal.
- D. The Indian National Trade Union Federation was formed in 1930.

Choose the correct answer from the options given below:

- (A) A, B, C only
- (B) B, C, D only
- (C) A, B, D only
- (D) A, C, D only

56.) Who among the following is called the father of Brainstorming?

- (A) Alex F. Osborn
- (B) W. Edwards Deming
- (C) Frank and William Gilberth
- (D) Thomas peters

57.) As per the provision of the Minimum Wage Act, 1948, which of the following authority advices the appropriate government for fixing and revising of minimum wages and coordinating the work of the committees and sub committees constituted under the Act?

- (A) The Advisory Committee
- (B) The Central Advisory Board
- (C) Advisory Board
- (D) The Central Government

58.) Given below are some of the items, which are normally covered under 'Wages'. From these items, which of them are excluded from the definition "basic wages" as per Employee provident Fund and Miscellaneous Provision Act, 1952?

- A. cash value of any food concession
- B. overtime allowance
- C. house rent allowance

Choose the correct answer from the options given below.

- (A) A, B, C
- (B) A, B only
- (C) B, C only
- (D) A, C only

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

'Changes in the product demand that increases the product price will raise the marginal revenue

Product of labour and therefore, increase the demand for labour'

- (A) The statement is wrong
- (B) The statement is correct
- (C) The demand for labour has nothing to do with marginal product of the labour
- (D) Even if demand for product increases, the marginal physical product of labour will remain constant.

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

Assertion A- There is a welcome realization about the need to transform the traditional adversarial industrial realization into a competitive economy/ enterprise.

Reasons R- Enterprise have realized that it is essential for their survival in this competitive age.

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

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

61.) Given below are the matters provided in different schedules of Employees Provident Fund and Miscellaneous Provisions Act, 1952. Arrange them in sequence from Schedule I to IV provided in the Act.

- A. Matters for which Provision may be made in the Pension Scheme.
- B. Matters to which provision may be made in the scheme
- C. Matters to be provided for in the Employees deposit linked insurance Scheme.
- D. List of Industry notified

Choose the correct answer from the option given below:

- (A) B, D, C, A
- (B) D, B, A, C
- (C) B, A, C, D
- (D) C, A, D, B

62.) Match List I and List II:

List I

- A. Subsistence Theory
- B. Wage Fund Theory
- C. Residual Claim Theory
- D. Marginal Productivity Theory

List II

- 1. J.B Clark
- 2. Walker
- 3. J.S. Mill
- 4. Ricardo

Choose the correct answer from the answer given below.

- (A) A-IV, B-III, C-II, D-I
- (B) A-I, B-II, C-III, D-IV
- (C) A-IV, B-II, C-III, D-IV
- (D) A-II, B-IV, C-I, D-III

63.) What percentage of the net profit of the company, the top managers are entitled for their compensation under the Companies Act 2013?

- (A) 4 percent
- (B) 11 percent
- (C) 20 percent
- (D) 10 percent

64.) The provision relating to subsistence allowance find place under which of the following legislations?

- (A) The Industrial Dispute Act, 1947
- (B) The Industrial Employment (Standing Orders Act), 1946
- (C) The Trade Union Act 1926
- (D) The Plantation Labour Act, 1951

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

Assertion A- Administrative Heritage is a barrier to process of transformation of a domestic company into a multinational corporation.

Reason R- Proper understanding of the administrative heritage of the company may be the key to initiating the transformation process.

In the light of the above statement, 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 R is not the correct explanations of A
- (C) A is correct but R is not correct
- (D) A is not correct but R is correct

66.) Turner and Hodge has proposed four areas of concern in the study of professionalism. They are

- A. Degree of Substantial Theory and Technique
- B. Degree of Monopoly
- C. Degree of External Recognition
- D. Degree of Organisation
- E. degree of Philosophy

Choose the most appropriate answer from the options given below:

- (A) A, B, C, D only
- (B) A, B, D, E only
- (C) A, B, C, E only
- (D) B, C, D, E only

67.) Which among the following are essential elements of social insurance?

- A. Contributory Finance
- B. Benefits Prescribed in Law
- C. Person's other income and resources are taken into account
- D. Benefits are paid without contributing as a legal right in prescribed categories of need

Choose the correct answer from the options given below:

- (A) A and D only
- (B) A and C only

- (C) B and D only
- (D) A and B only

68.) Given below are some of the matters within the jurisdiction of Industrial Tribunals. As per the provisions of the Industrial Dispute Act, 1947, which option is correct?

- A. hours of work and rest intervals
- B. leave with wages and holidays
- C. the application an interpretation of standing orders
- D. rules of discipline

Choose the correct answer from the options given below:

- (A) A, B, C only
- (B) B, C, D only
- (C) A, B, D only
- (D) A, C, D only

69.) Trait Theories of leadership were developed by:

- A. Stogdill
- B. Mc call and Lambardo
- C. Bennis and Thomas
- D. Kurt lewin

Options:

- (A) A and B only
- (B) A, B, C
- (C) A, C, D
- (D) A, B, C, D

70.) Given below are some statements relating to payment of wages/incentives. Choose the statements which are correct?

- A. Time rate system is more suitable where strict supervision is possible
- B. In Halsey premium plan, time wages are guaranteed
- C. Under the Rowan Plan, incentive paid is fixed
- D. Under the Emerson's Efficiency Plan, the worker gets a normal wage up to 67% of efficiency.

Choose the correct answer from the options given below:

- (A) B, C and D only
- (B) A, B and D only
- (C) A, C and D only
- (D) A, B and C only

71.) Identify the correct sequence of the following from the options in the light of the lowest to the highest.

- A. Living wage
- B. Minimum Wage
- C. Fair wage

Choose the correct answer from the options given below:

- (A) C, A, B
- (B) B, C, A
- (C) C, B, A
- (D) B, A, C

72.) Selection Criteria for selection of staff for international assignment are broadly categories. Under two categories namely; Individual and situation. Which of the following is covered under situational criteria?

- (A) Language
- (B) Family requirements
- (C) Technical ability
- (D) Cross- Cultural suitability

73.) As per the Vroom's Expectancy theory of motivation 'Instrumentality' relates?

- (A) Efforts to performance
- (B) Efforts with first level outcome
- (C) Performance with first level outcome
- (D) First level outcome to second level outcome

74.) Given below the ILO conventions ratified by government of India? Arrange them in chronological order according to the year of ratification starting from the earliest to the latest.

- A. Hours of work (Industry) Convention
- B. Underground work (Women) Convention
- C. Prevention of Major Industrial Accidents Conventions
- D. Labour Inspection Convention

Choose the correct answer from the options given below:

- (A) A, B, C, D
- (B) A, B, D, C
- (C) C, A, B, D
- (D) A, D, C, B

75.) Match List I and List II

List I

- A. Royal Commission on labour
- B. First National Commission on Labour
- C. Labour Investigation Committee
- D. Second National Commission on Labour

List II

- I. Ravindra Verma
- II. D.V Rege
- III. J.H Whitley
- IV. P.B Gajendra Gadkar

Choose the correct answer from the questions given below:

- (A) A-II, B-I, C-IV, D-III
- (B) A-IV, B-III, C-I, D-II
- (C) A-III, B- IV, C-II, D-I
- (D) A-I, B-II, C-III, D-IV

76.) According to whom, multiculturalism and geographic dispersion are the two factors that differentiate between domestic and multinational Corporations?

- (A) N.J Adler
- (B) F. Acuff

- (C) Robert Reich
- (D) P.V Morgan

77.) As per the classification of trade union made by Robert F. Hoxie, the 'Business Unionism' is also known as:

- (A) Bread and Butter Unionism
- (B) Friendly Unionism
- (C) Revolutionary Unionism
- (D) Predatory Unionism

78.) Choose the correct option regarding theories of motivation:

- A. The concept of ERG theory is similar to Maslow's hierarchy of needs.
- B. Theory X has positive assumptions and Theory Y has negative assumptions.
- C. Two factor Theory is derived by Mc Gregor.

Choose the correct answer from the options given below:

- (A) A only
- (B) A and B only
- (C) B and C only
- (D) A, B and C only

ANS. A

79.) Based on the statement given below, choose the correct Option:

In case of decrease in the product demand, marginal revenue product of labour will decline.

- (A) The statement is wrong
- (B) The Statement is correct
- (C) The demand for Product has nothing to do with marginal revenue of the product.
- (D) Even if the demand for a product decreases, the marginal physical product of the labour remain constant.

80.) Match List I and List II

List I - Legislation

- A. The Trade Union Act, 1926
- B. The Code of Discipline
- C. The Industrial Dispute Act 1947
- D. The Industrial Employment (Standing Orders) Act.

List II - Provision

- I. Retrenched and Protected workmen
- II. Collection of forms for political participation.
- III. Recognition of Trade union
- IV. Disciplinary Action for misconduct

Options

- (A) A-I, B-II, C-III, D-IV
- (B) A-II, B-III, C-I, D-IV
- (C) A-IV, B-I, C-II, D-III
- (D) A-III, B-IV, C-I, D-II

81.) T.V. Rao has described four indicators, which can be used to arrive at a Comprehensive score for HRD maturity. Identify the four Indicators from the following.

- A. HRD system maturity score

- B. HRD Competence Score
- C. The HRD Innovation Score
- D. Business Linkages Score
- E. The HRD Culture

Choose the most appropriate answer from the options given below:

- (A) A, B, C, D only
- (B) A, B, D, E Only
- (C) A, B, C, E only
- (D) B, C, D, E only

82.) Which among the following services are offered by National safety Council, a voluntary non-profit making body governed by a Board of directors representing the Government, employer and Trade Union representatives?

- A. Publication services
- B. Ambulance services
- C. Mobile Clinic services
- D. Safety Training Services.

Choose the correct answer from the options given below:

- (A) A and D only
- (B) A and B only
- (C) B and C only
- (D) C and D only

83.) As per the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, who among the following officers are to be appointed by the Central Government?

- A. Central Provident Fund Commissioner
- B. Chief Accounts Officer
- C. Insurance Commissioner
- D. Financial Adviser

Choose the correct answer from the options given below:

- (A) A, B, D only
- (B) A, B, C only
- (C) A, C, D only
- (D) B, C, D only

84.) As per the provisions of the Industrial Disputes Act, 1947, workman who is not a member of the trade union, but is a party to dispute, shall be entitled to be represented by whom?

- (a) By any other workman employed in the industry
- (b) By any member of the executive of the trade union
- (c) By any member of the executive or office bearer of a Federation of Trade Unions
- (d) By a Legal Practitioner

Choose the correct answer from the options given below:

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

85.) Allowing out past performance appraisal ratings to unjustifiably influence current rating is known as:

- (A) Rater Effect
- (B) Primary effect
- (C) Spill over Effect
- (D) Status effect

86.) In which year the Committee on Conventions was set up in India?

- (A) 1924
- (B) 1934
- (C) 1944
- (D) 1954

87.) Arrange the following components of guest model of HRM in proper sequence?

- a. Behavioural outcomes
- b. HRM Practices
- c. HR outcomes
- d. Performance outcomes
- e. HRM Strategies

Choose the correct answer from the options given below.

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

88.) An employee after completion of one year of service is required to give nomination under the provisions of the Payment of Gratuity Act, 1972. From the statements given below, which are the correct options for nomination by the employee.

- (a) If having family, in favour of one or more members of his family.
- (b) If the employee at the time of nomination, has no family, in favour of any person or persons of his choice.
- (c) If having family, giving nomination in favour of a person, who is not a member of his family.
- (d) If the nominee predeceases the employee, giving fresh nomination in favour of a member of the family

Choose the correct answer from the options given below:

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

89.) According to the Trade Unions Act, 1926, a registered trade union can change its name only when it obtains the consent of not less than:

- (A) One-fourth of its total number of members
- (B) One-third of its total number of members
- (C) One-half of its total number of members
- (D) Two-thirds of its total number of members

90.) Which of the following human resource forecasting techniques is considered as the quickest forecasting techniques?

- (A) Managerial Judgment
- (B) Ratio Trend Analysis
- (C) Delphi Technique
- (D) Regression Analysis

Read the passage carefully and answer Question no. 91 to 95 that follows:

And organization which is keen to retain good talent must have systems to inform employees that the organization cares for them, belongs to them and it is them who can make it prosper and grow. In other words people are empowered to consider the organization as their own. This to a large extent can be achieved if the employer is sensitive and caring and makes efforts to develop proper systems. This has to be demonstrated through efforts and actions, not merely words. It is important to have system to seek employee's involvement in deciding policy matters, technological up gradation, improving general administration and productivity etc. instead of thrusting decisions on to them. When employees are consulted, two benefits clearly accrue. The first being employees who are well entrenched in operations will normally know the intricacies and will be able to offer better suggestions for its improvement. Secondly, once they have participated in the decision making process, acceptance and implementation becomes much easier. Since the staff members are in a position to explain to others who may not have participated. Most importantly, seeking participation makes people feel wanted and cater to their esteemed needs. They feel respected and recognized. They are empowered to think they are responsible partners in the process of development and contributing to growth.

91.) How can the objective of retaining good talent be achieved?

- (A) If proper systems are suggested
- (B) If the employer is caring and sensitive
- (C) If the demands of employees are met
- (D) By imposing decision on them

92.) How can an organization retain good talent?

- (A) By caring of them
- (B) By belonging to them
- (C) By making them prosper
- (D) By making them feel organization is their own

93.) Participation makes employees feel that:

- (A) Their demands are looked into favourably
- (B) They are respected and recognized
- (C) They have become indispensable
- (D) They are saviour of the organization

94.) Which of the following statement is not correct?

- (A) Proper systems can be demonstrated through actions
- (B) Systems can be made through efforts
- (C) Systems can become effective through powerful words and gestures
- (D) Systems are needed for employees' involvement

- 95.) The benefits of consultation are:
- (A) Operations and implementations become easier
 - (B) Production cost goes down
 - (C) Employees feel proud and superior
 - (D) Employees do not insist on their rights

Read the passage carefully and answer Q. No. 96 to 100 that follow:

When we look around, we see glaring inequalities between man and man. While constitution and law ensure an ordered society. It is only our hard work and disciplined conduct that will enable us to achieve our social objectives and economic goals that we have set before us. Babu rightly stressed. Democracy is the art and science of mobilizing the entire physical, economic and spiritual resources of all sections of people in the service of common good for all. The purpose of government is to achieve this. Our people possess intelligence in abundance, have immense capacity for hard work and they fell for the country. All this is to be mobilized to the best advantage of the nation. Again, to quote Gandhi, "Swaraj of the people means the sum total of the swaraj (self-rule) of individual and such swaraj comes only by performance of individuals of their duty as citizens. In it, no one thinks of rights. They come when they are needed for better performance of duty." It is but proper that we remind ourselves of these teachings of the father of the nation.

96.) Which of the following statement is NOT correct according to the passage?

- (A) There are inequalities among the people.
- (B) We can achieve our economic objective with hard work.
- (C) Democracy is the art of mobilizing all resources.
- (D) Indians do not have the capacity for the hard work.

97.) According to this passage Indian are to be praised for which of the qualities?

- A. Intelligence
- B. Hard work
- C. Patriotism
- D. Service for all

Choose the correct answer from the questions given below:

- (A) A, B and C only
- (B) A, B and D only
- (C) B, C and D only
- (D) A, C and D only

98.) According to Gandhiji, People required to do their duties:

- (A) Without thinking of their rights
- (B) Without bothering about others
- (C) Without thinking of the type of government
- (D) Without bothering about the inequalities

99.) As per the passage, what should be the purpose of government?

- (A) To educate for their betterment.
- (B) to provide people adequate sources of living
- (C) to mobilises the entire physical, economical and spiritual resources for all sections of people in the service of common good for all.

(D) To mobilize the financial resources of the country for its all-round development

100.) Which of the following will help us achieve our social goals?

(A) scientific attitude

(B) intelligent understanding

(C) disciplined behaviour

(D) mobilizing physical resources