

UGC NET Code 55 HRM & LW 14th March 2023

- 1.) According to C. I. Bernard, Zone of Indifference denotes:
 - (A) The limit where actions are clearly unacceptable and will not be carried out.
 - (B) The limit where actions are barely unacceptable and have weak chances of being carried out.
 - (C) The limit within which individuals will respond willingly to the exercise of authority over them.
 - (D) The limit where no directions are given to carry out actions.

- 2.) The phenomenon, arising basically from people being "noticed", is known as:
 - (A) Psychological Effect
 - (B) Observational Effect
 - (C) Hawthorne Effect
 - (D) Mayo Effect

- 3.) Which of the following establishes a required method of handling future activities?
 - (A) Strategy
 - (B) Procedure
 - (C) Programme
 - (D) Rule

- 4.) Which of the following factors would not lead to narrow span of management?
 - (A) Inadequate delegation of authority.
 - (B) Fast changing environment.
 - (C) Effective interaction between superior and subordinate.
 - (D) Subordinate's unwillingness to assume responsibility.

- 5.) Which of the following performance appraisal techniques generate critical incidents and develops behavioural dimensions of performance?
 - (A) Critical Incident Appraisal.
 - (B) Adjective Rating Scale Appraisal.
 - (C) Forced Choice Appraisal.
 - (D) Behaviourally Anchored Rating Scales.

- 6.) An employee development method which was popularized at the Harvard Business School and which focuses on the cases of actual experiences of organizations to make the trainees determine the problems, analyse the causes and develop alternative solutions, is referred as:
 - (A) Committee Assignment
 - (B) Simulation
 - (C) Job Rotation
 - (D) Outdoor Training

- 7.) Which of the following is not a flexible work arrangement?
 - (A) Telecommuting
 - (B) Job sharing
 - (C) Compressed workweek
 - (D) Time off

8.) Which of the following is one-time payment that some employers pay at the time of terminating an employee?

- (A) Supplemental pay
- (B) Severance pay
- (C) Insurance pay
- (D) Disability pay

9.) Which of the following is not an organizational level intervention?

- (A) Appreciative Inquiry
- (B) Parallel Learning Structure
- (C) Transformational Leadership
- (D) Team Building

10.) Which of the following is not an element of knowledge management?

- (A) Knowledge creation
- (B) Knowledge sharing
- (C) Knowledge emigration
- (D) Knowledge utilization

11.) Which of the following dimensions of Balance Score Card focus on production and operating statistics, such as order fulfilment or cost per order?

- (A) Business Process
- (B) Financial Performance
- (C) Customer Service
- (D) Learning and Growth

12.) What is the name of the strategy in which MNC's look for innovation and design and produce new products to gain competitive advantage?

- (A) Reactors
- (B) Prospectors
- (C) Analysers
- (D) Defenders

13.) Which of the following represent the extent to which group members support and validate one another while at work?

- (A) Group Collaboration
- (B) Group Functioning
- (C) Group Cohesion
- (D) Citizenship Behaviour

14.) The 'emotional' or 'feeling' aspect of the statement, "I am angry over how little I am paid", represents which component of attitude?

- (A) Cognitive component
- (B) Affective component
- (C) Behavioural component
- (D) Normative component

15.) Which one of the following is not an organisational factor of stress?

- (A) Task structure
- (B) Role expectations
- (C) Interpersonal variables
- (D) Perception

16.) Which one of the following is a personality dimension that characterizes someone as calm, self-confident and secure versus nervous, depressed and insecure?

- (A) Conscientiousness
- (B) Agreeableness
- (C) Extra version
- (D) Emotional Stability

17.) "Industrial Relations is an art, the art of living together for purposes of production", who said this?

- (A) Richardson, J. H.
- (B) Pigou, A. C.
- (C) Dunlop, J. T.
- (D) Flanders, A.

18.) "The labour movement prepares the ground where in the seed of trade unionism grows", who said this?

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

19.) Which trade union was a laboratory for experiencing ideas about industrial relations as perceived by Gandhiji?

- (A) Madras Labour Union
- (B) Textile Labour Association of Ahmedabad
- (C) All India Trade Union Congress
- (D) The Bombay Millhands' Association

20.) Who authored the book "Trade Unionism in the New Society?"

- (A) Harold J. Laski
- (B) G. D. H. Cole
- (C) Sidney and Beatrice Webb
- (D) S. D. Punekar

21.) What would be the maximum compensation to a workmen in case of closure of an organisation on account of unavoidable circumstances beyond the control of employer?

- (A) Six months salary
- (B) Three months salary
- (C) One year salary
- (D) 15 day's average pay for every completed year

22.) In which of the following Supreme Court Judgement, the two judge bench has delivered a momentous judgement on government servant's right to strike on 6th August 2003?

- (A) T. K. Rangarajan Vs. Government of Tamil Nadu
- (B) Bharat Kumar K. Palicha Vs. State of Kerala
- (C) Kameshwar Prasad Vs. State of Bihar
- (D) Meghraj Vs. State of Rajasthan

23.) In which session of the Indian Labour Conference, the question of framing standing orders came up for consideration?

- (A) The Fifth Indian Labour Conference
- (B) The Eighth Indian Labour Conference
- (C) The Fifteenth Indian Labour Conference
- (D) The Sixteenth Indian Labour Conference

24.) In which organisation the schemes of Workers' Participation in Management 1983 were made applicable?

- (A) Public Sector Undertakings
- (B) Private Sector Undertakings
- (C) Central Public Sector Undertakings
- (D) State Public Sector Undertakings

25.) Who appoints certifying surgeons for the purposes of the Factories Act, 1948?

- (A) Central Government
- (B) State Government
- (C) Chief Inspector
- (D) Occupier

26.) First Aid room shall be provided and maintained in every mine employing more than:

- (A) One hundred (100) Persons
- (B) One hundred and fifty (150) Persons
- (C) Two hundred and fifty (250) Persons
- (D) Five hundred (500) Persons

27.) As per the Child and Adolescent Labour Act, 1986, the period of work of adolescent shall be so arranged that inclusive of his interval for rest, it shall not be spread over more than:

- (A) Five hours
- (B) Five and half hours
- (C) Six hours
- (D) Ten and half hours

28.) Inter-State Migrant Workmen Act, 1979, applies to every establishment in which _____ inter-state migrant workmen are employed or were employed on any day of the preceding twelve months.

- (A) Five or more
- (B) Ten or more
- (C) Twenty or more
- (D) One hundred or more

29.) Every application to all claims arising out of payment of less than the minimum rates of wages under the Minimum Wages Act, 1948 shall be presented to appropriate authority within which month from the day on which it became payable?

- (A) One month
- (B) Six months
- (C) Twelve months
- (D) Twenty-four months

30.) When there is a dispute regarding payment of bonus pending before any authority, then the bonus shall be paid within which month from the date on which the award becomes enforceable or the settlement comes into operations?

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

31.) Who constitutes advisory committee under the Equal Remuneration Act, 1976?

- (A) Employer
- (B) Occupier
- (C) Chief Inspector
- (D) Appropriate Government

32.) Match List I with List II:

LIST I (Name of the Laws)

- a. Minimum Wages Act, 1948
- b. Equal Remuneration Act, 1976
- c. Payment of Gratuity Act, 1972
- d. Employees' Provident Fund & Mics. Provisions Acts, 1952

LIST II (Authority or Body related to Law)

- I. Controlling Authority
- II. Central Board
- III. Advisory Committee
- IV. Advisory Board

Choose the correct answer from the options given below:

- (A) a- IV, b- III, c- I, d- II
- (B) a- III, b- IV, c- I, d- II
- (C) a- II, b- III, c- I, d- IV
- (D) a- II, b- I, c- III, d- IV

33.) Which one of the following theories of Labour Welfare assumes that without compulsion and fear of punishment, employers will not provide even the minimum welfare facilities for the workers?

- (A) Placating Theory
- (B) Trusteeship Theory
- (C) Functional Theory
- (D) Police Theory

34.) What among the following is NOT the internal cause of accidents?

- (A) Equipment and other work -related tangibles.
- (B) Harmful materials
- (C) Human factors
- (D) Toxic chemicals

35.) Which one of the following is NOT a preventive measure for occupational disease?

- (A) Pre-employment and periodic medical examination.
- (B) Removal of health hazards to the extent possible.
- (C) Provision of first aid and ambulance services.
- (D) Education of workers in health and hygiene.

36.) Which one of the following principles of Labour Welfare assumes that a combination of social, emotional, and economic welfare together will achieve good results?

- (A) Principle of Responsibility
- (B) Principle of Adequacy of Wages
- (C) Principle of Totality of Welfare
- (D) Principle of Efficiency

37.) Other factors remaining constant, with decrease in wage rates, what the demand for Labour will show?

- (A) An upward trend
- (B) A downward trend
- (C) Will remain constant
- (D) Will show slight downward trend before stabilizing

38.) Which one of the following is NOT the characteristic of Indian Labour Market?

- (A) Diversity in the work force
- (B) Lack of perfect mobility
- (C) Productivity of Labour
- (D) Monopsony in Labour Market

39.) Which one of the following Convention No. adopted at 100th ILO's International Conference in Geneva guarantees "Decent Work for Domestic Workers"?

- (A) Convention No. 189
- (B) Convention No. 193
- (C) Convention No. 200
- (D) Convention No. 205

40.) Fluctuations occur in the economy due to phases of boom, recession, depression, and recovery in the trade cycle. The Unemployment caused due to these phenomena is called:

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

41.) Recentralisation is:

- (a) a complete reversal of decentralisation.
- (b) a complete centralisation of all activities.

- (c) a decentralisation of all activities.
 - (d) a partial centralisation as the authority delegated is not completely withdrawn.
- Choose the correct answer from the options given below:

Codes

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

42.) Which of the following statement(s) is / are correct about the classical approach to decision making?

- (a) Decision making is completely rational in terms of means and ends.
- (b) Man is able to order his preferences so as to get best results.
- (c) While choosing the cause of action, man attempts to satisfy or look for the alternative that is good enough.
- (d) Decisions are also based on rule of thumb, tricks of trade or force of habit.

Choose the correct answer from the options given below:

Codes

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

43.) Which of the following are the methods of collecting job analysis information?

- (a) Observation
- (b) Participant Diary / Logs
- (c) Dejobbing
- (d) Position Analysis Questionnaire
- (e) Reengineering

Choose the correct answer from the options given below:

Codes

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

44.) What is the name of human resource forecasting tool which studies a firm's past employment needs over a period of years to predict future needs?

- (A) Ratio Analysis
- (B) Trend Analysis
- (C) Scatter Plot
- (D) Computerized forecast

45.) Which of the following are types of human capital?

- a. Emotional Capital
- b. System Capital
- c. Spiritual Capital
- d. Project Capital

e. Social Capital

Choose the correct answer from the options given below:

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

46.) There are specific stages for designing HR Information system. Arrange the stages in ascending order.

- a. System Analysis
- b. Implementation
- c. System Design
- d. Project Definition
- e. Post Implementation

Choose the correct answer from the options given below:

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

47.) Which of the following is not the cultural dimension according to the pioneering work of Dutch Scientist Geert Hofstade; around which countries have been clustered, with people in each group exhibiting identical behaviours?

- (A) Power distance
- (B) Universalism
- (C) Uncertainty avoidance
- (D) Masculinity

48.) Which of the statement(s) is / are correct about legitimate power?

- a. It is identical with authority and is closely aligned with reward power and coercive power.
- b. It comes from cultural values, social structure and being representative of powerful person or group.
- c. It does not create an obligation to accept and be influenced.

Choose the correct answer from the options given below:

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

49.) Group Norms help in:

- a. Establishing distinctive identity of group.
- b. Non-predictable behaviour of group members.
- c. Avoiding embarrassing interpersonal problems.
- d. Expressing cultural values or goals of group.

Choose the correct answer from the options given below:

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

(D) a, c and d Only

50.) Arrange the following needs of Maslow's Need Hierarchy in right sequence starting from the highest order to the lowest order need.

- a. Social Belongingness
- b. Physiological
- c. Safety-Security
- d. Esteem
- e. Self-Actualisation

Choose the correct answer from the options given below:

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

51.) Which of the following are the objectives of Indian Labour Conference?

- a. To promote uniformity in labour legislation.
- b. To lay down a procedure for settlement of industrial disputes.
- c. To determine and fix the minimum wages for the Industrial Workers.
- d. To discuss all matters of all India importance between employers and employees.

Choose the correct answer from the options given below:

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

52.) Which of the following industrial disputes comes under the jurisdiction of Labour Court under section 10 of the Industrial Disputes Act, 1947.

- a. Propriety or legality of an order passed by employer under the standing order.
- b. Discharge or dismissal of workmen including reinstatement.
- c. Leave with wages and holidays.
- d. Illegality or otherwise of strike or lockout.

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

53.) Which of the following are the three-tier system for the settlement of grievances under the Model Grievance Procedure?

- a. the levels of the immediate supervisor.
- b. the departmental or factory head.
- c. the bipartite grievance committee.
- d. the tripartite grievance committee.

Choose the correct answer from the options given below:

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

(D) a, c, d Only

54.) Which three of the following was included as unfair labour practices in the amendment of Industrial Disputes Act in 1982?

- a. Refusal by the employer to bargain collectively in good faith with recognised trade unions.
- b. Refusal by a recognised union to bargain collectively in good faith with the employer.
- c. Workers and trade unions of workers indulging in coercive activities against certification of a bargaining representative.
- d. Refusal to honour collective agreement.

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

55.) Which of the following are related to main aspects of Industrial Relations?

- a. Promotion and development of healthy labour-management relations.
- b. Maintenance of industrial peace and avoidance of industrial strife.
- c. Maintenance and development political democracy in the country.
- d. Development of Industrial Democracy.

Choose the correct answer from the options given below:

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

56.) Which of the following statements are NOT correct?

- a. ILO is a tripartite organisation.
- b. India is the founder member of ILO.
- c. ILO only passes Conventions.
- d. ILO adopted the Declaration of Fundamental Principles at its 86th session of International Labour Conference.
- e. India has ratified 4 fundamental conventions of ILO till date.

Choose the correct answer from the options given below:

Codes

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

57.) Under the Building and Other Construction Workers Act, 1996, creches shall be provided in every place:

- a. Where in more than 30 female building workers are ordinarily employed.
- b. Where in more than 50 female building workers are ordinarily employed.
- c. For the use of children under the age of 6 years.
- d. For the use of children under the age of 5 years.
- e. Where in the number of children of women building workers is 25 or more.

Choose the correct answer from the options given below:

Codes

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

58.) Which of the following statement is / are NOT correct relating to the Minimum Wages Act, 1948?

- a. The appropriate Government shall fix the minimum rates of wages for the employees employed in an employment specified in Schedule I or Schedule II.
- b. Different minimum rates of wages may be fixed for different localities.
- c. The appropriate Government may review the minimum rates of wages so fixed at such intervals not exceeding three years.
- d. The appropriate Government shall appoint committees and sub-committees to advise it in respect of fixation or revision of minimum rates of wages.
- e. The minimum wages payable under this act may be paid in kind.

Choose the correct answer from the options given below:

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

59.) Which of the following dimensions of work need to be same when performed under similar working condition for considering them as "same work or work of similar nature" as per the Equal Remuneration Act, 1976.

- a. Skill
- b. Knowledge
- c. Effort
- d. Responsibility
- e. Difficulty

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, b, d and e Only

60.) Which of the following is / are not correct with respect to 'Fine' under the Payment of Wages Act, 1936?

- a. No fine shall be imposed on any employed person until he has been give an opportunity of showing cause against the fine.
- b. The total amount of fine in any one wage period on any employed person shall not exceed five percent of wages payable to him in that wage period.
- c. No fine shall be imposed on any employed person who is under the age of eighteen years.
- d. No fine imposed on any employed person shall be recovered from him by instalments.
- e. No fine shall be recovered from any employed person after the expiry of ninety days from the day on which it was imposed.

Choose the correct answer from the options given below:

Codes

- (A) b Only
- (B) c Only
- (C) b and c Only
- (D) c and e Only

61.) Which of the following are NOT welfare and amenities within the precincts of the establishment?

- a. Latrines and Urinals
- b. Maternity benefits
- c. Creches
- d. Health
- e. Benevolent Fund

Choose the correct answer from the options given below:

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

62.) Which of the following are NOT the indirect cost of industrial accident?

- a. Time lost from work by injured employee.
- b. Loss in earning power.
- c. Damage to tools and equipment.
- d. Paperwork.
- e. Legal issues.

Choose the correct answer from the options given below:

Codes

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

63.) Which among the following are NOT the unavoidable causes of labour turnover?

- a. Resignation and dismissals.
- b. Dissatisfaction with wage / salary.
- c. Retirement and death.
- d. Redundancy
- e. Dissatisfaction with working environment.

Choose the correct answer from the options given below:

Codes

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

64.) Which among the following are NOT the effect of absenteeism on individual employee?

- a. Frequent absenteeism leads to loss in earning.
- b. Frequent absenteeism hampers career prospects.
- c. Industries suffer loss.

- d. Affects organisations efficiency.
- e. Affects individual's productivity.

Choose the correct answer from the options given below:

Codes

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

65.) Which among the following are NOT the Economic Cause of Labour migration?

- A. Better employment opportunities
- B. Higher Wages
- C. Attraction of better facilities and infrastructure
- D. Marriage
- E. Social discriminations.

Choose the correct answer from the options given below:

Codes

- (A) A and B Only
- (B) A and C Only
- (C) A and D Only
- (D) D and E Only

66.) Given below are two statements:

Statement I: Efficiency is the achievement of objectives.

Statement II: Effectiveness is the achievement of the ends with the least amount of resources.

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

- (A) Both Statement I and Statement II is correct.
- (B) Both Statement I and Statement II is incorrect.
- (C) Statement I is correct but Statement II is incorrect.
- (D) Statement I is incorrect but Statement II is correct.

67.) Given below are two statements:

Statement I: Job rotation is a kind of lateral transfer which allows employees to work at different jobs and it provides good exposure to a variety of tasks.

Statement II: Simulation exercises are learning tasks on the same equipment that one actually will use on the job but in a simulated work environment.

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

- (A) Both Statement I and Statement II is correct.
- (B) Both Statement I and Statement II is incorrect.
- (C) Statement I is correct but Statement II is incorrect.
- (D) Statement I is incorrect but Statement II is correct.

68.) What is the name of the concept in which organization have local employers abroad who do jobs that the firms' domestic employees previously did in house?

- (A) Onshoring
- (B) Offshoring

- (C) Inshoring
- (D) Outsourcing

69.) Given below are two statements:

Statement I: “Social Loafing” is a dysfunction due to pressure to conform and reach consensus in highly cohesive groups and teams.

Statement II: “Groupthink” occurs when members reduce their effort and performance levels while acting in a group.

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

Codes

- (A) Both Statement I and Statement II is true.
- (B) Both Statement I and Statement II is false.
- (C) Statement I is true but Statement II is false.
- (D) Statement I is false but Statement II is true.

70.) Given below are two statements:

One is labelled as Assertion A and the other is labelled as Reason R.

Assertion ‘A’: Unions, Commonly known as protest organisation, never take up any developmental activities. "Unions are at crossroads. They are on divergent path. One wonders they would like to map the new path early. They have to redefine their social responsibilities in relation to unemployed, contract workers. They may like to explore ways for development of new leadership for new trade unionism appropriate for the global society in the years ahead".

Reason ‘R’: The consolidation of the workers forces attained in the economic struggle will also have to serve as a Lever in the hands of this class for the struggle against the political power of its exploiters.

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

Codes

- (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.

71.) Given below are two statements:

One is labelled as Assertion A and the other is labelled as Reason R.

Assertion ‘A’: The scheme of Joint Management Council was evolved on voluntary basis to promote Industrial Peace and harmony between labour and management, to ensure closer association between them, and to increase production and share the responsibility of management.

Reason ‘R’: The Industrial Policy Resolution 1956 stated, "In a socialist democracy labour is a partner in common task of development and should participate in it with enthusiasm".

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

Codes

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

72.) Given below are two statements:

Statement I: The provisions relating the hazardous processes under the Factories Act, 1948, is given in the Chapter IV of this Act.

Statement II: The state government may appoint a site appraisal committee for the purposes of advising it to consider the applications for grant of permission for the initial location of a factory involving a hazardous process.

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

Codes

- (A) Both Statement I and Statement II is correct.
- (B) Both Statement I and Statement II is incorrect.
- (C) Statement I is correct but Statement II is incorrect.
- (D) Statement I is incorrect but Statement II is correct.

73.) Given below are two statements:

Statement I: Where the employment of any person is terminated, the wages earned by him shall be paid before the expiry of the 7th day from the day on which his employment is terminated.

Statement II: When the application made to claim arising out of deductions from wages was found either malicious or vexatious, the authority to may direct penalty not exceeding three hundred seventy-five rupees be paid to employer by the person presenting the application.

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

Codes

- (A) Both Statement I and Statement II is true.
- (B) Both Statement I and Statement II is false.
- (C) Statement I is true but Statement II is false.
- (D) Statement I is false but Statement II is true.

74.) Given below are two statements:

Statement I: The term welfare suggests many ideas, meaning and connotations such as the state of well-being, health, happiness, prosperity and the development of human resources.

Statement II: Welfare is called a relative concept, for it is related to time and space.

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

Codes

- (A) Both Statement I and Statement II is true.
- (B) Both Statement I and Statement II is false.
- (C) Statement I is true but Statement II is false.
- (D) Statement I is false but Statement II is true.

75.) Given below are two statements:

Statement I: Neoclassical economics begins from a model of purposive behaviour by individuals. Individuals are assumed to have their own unique tastes, preferences, wants and desires which they attempt to satisfy.

Statement II: Neoclassical economics examines the choices that individuals make in their roles as consumers or as producers.

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

Codes

- (A) Both Statement I and Statement II is true.

- (B) Both Statement I and Statement II is false.
- (C) Statement I is true but Statement II is false.
- (D) Statement I is false but Statement II is true.

76.) Arrange the following on the basis of top-down approach of hierarchy of objectives:

- a. Mission
- b. Departmental Objectives
- c. Individual Objectives
- d. Purpose
- e. Organisational Objectives

Choose the correct answer from the options given below:

Codes

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

77.) Match List I with List II:

List I (Stages to development of HRM Practices)

- a. Scientific Management Era
- b. Human Relations Era
- c. Behavioural Science Era
- d. Human Resource Management Era

List II (Time Period)

- I. 1980 onwards
- II. 1900-1920's
- III. 1930's to 1950's
- IV. 1950's to 1960's

Choose the correct answer from the options given below:

Codes

- (A) a- II, b- III, c- I, d- IV
- (B) a-II, b- III, c- IV, d- I
- (C) a- I, b- III, c- II, d- IV
- (D) a- III, b- II, c- IV, d- I

78.) In which of these cultural orientations, the home country's culture is sought to be imposed on subsidiaries?

- (A) Polycentric
- (B) Geocentric
- (C) Ethnocentric
- (D) Regiocentric

79.) Match List I with List II:

List I

- a. Goal
- b. Drive
- c. Need
- d. Frustration

List II

- I. Deficiency
- II. Defence mechanism
- III. Fulfilment of deficiencies
- IV. Deficiency with direction

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- IV, b- II, c- I, d- III
- (D) a- III, b- IV, c- I, d- II

80.) Arrange the Trade Unions / Associations according to their formation from later to earlier:

- a. Bhartiya Mazdoor Sangh
- b. The Red Trade Union Congress
- c. Hind Mazdoor Sabha
- d. Centre of Indian Trade Unions
- e. National Council of Central Trade Unions

Choose the correct answer from the options given below:

Codes

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

81.) Given below are the various authorities under Industrial Disputes Act, 1947. Arrange them in ascending orders of their sections.

- a. Industrial Tribunal
- b. Voluntary Arbitration
- c. Court of Inquiry
- d. Board of Conciliation
- e. National Tribunals

Choose the correct answer from the options given below:

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

82.) Arrange the following provisions relating to health under the Factories Act, 1948, in ascending order of the sections.

- a. Artificial humidification
- b. Ventilation and temperature
- c. Drinking water
- d. Lighting
- e. Dust and Fume

Choose the correct answer from the options given below:

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

(C) e, b, a, c, d

(D) b, e, c, a, d

83.) Arrange the following deductions under the Payment of Wages Act, 1936, in ascending order of sections.

- a. Deductions for services rendered.
- b. Deductions for damage or loss.
- c. Deductions for absence from duty.
- d. Deductions for recovery of loans.
- e. Deductions for recovery of advances.

Choose the correct answer from the options given below:

(A) b, c, a, d, e

(B) c, b, a, e, d

(C) b, c, a, e, d

(D) c, a, b, d, e

84.) Match List I with List II:

List I (Theory of Labour Welfare)

- a. Philanthropic Theory of Labour Welfare
- b. Placating Theory of Labour Welfare
- c. Public Relations Theory of Labour Welfare
- d. Functional or Efficiency Theory of Labour Welfare

List II (Description)

- I. Labour groups are becoming demanding and militant and are more conscious.
- II. Means to secure, preserve and develop the efficiency and productivity of labour.
- III. An atmosphere of goodwill between management and labour and also management and public.
- IV. Man's love for man.

Choose the correct answer from the options given below:

Codes

(A) a- IV, b- III, c- II, d- I

(B) a- IV, b- I, c- III, d- II

(C) a- IV, b- II, c- III, d- I

(D) a- I, b- II, c- III, d- IV

85.) Match List I with List II:

List I

- a. Marginal Productivity theory
- b. Exploitation theory of wages
- c. Demand and supply theory of wages
- d. Bargaining theory of wages

List II

- I. Wages are determined by the bargaining between employers and workers.
- II. Labour is paid according to its marginal productivity under the conditions of perfect competition.
- III. Wages are determined by the interaction of demand and supply of labour.
- IV. Labour is paid only a part of the share that he produces and the rest is in the hands of capitalist.

Choose the correct answer from the options given below:

Codes

- (A) a- II, b- IV, c- III, d- I
- (B) a- II, b- I, c- III, d- IV
- (C) a- II, b- III, c- IV, d- I
- (D) a- II, b- I, c- IV, d- III

86.) Given below are two statements:

One is labelled as Assertion A and the other is labelled as Reason R.

Assertion 'A': "Dark Triad" is the constellation of negative personality traits consisting of Machiavellianism, Narcissism and Psychopathy.

Reason 'B': An individual in 'narcissism' is pragmatic, maintains emotional distance and believes that ends can justify means.

In the right 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.

87.) Given below are two statements:

One is labelled as Assertion A and the other is labelled as Reason R.

Assertion 'A': Ingratiation involves agreeing with the recruiters' opinions by the candidate and thus signalling that they share similar beliefs.

Reason 'B': A perceived similarity in attitudes and / or values does not influence how the interviewer rates the applicants competence.

In the right 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.

88.) Match List I with List II:

Given below the Name of Authors and their authored books.

List I (Authors)

- a. Selig Perlman
- b. Robert F. Hoxie
- c. Frank Tannenbaum
- d. Ashok Mehta

List II (Authored Books)

- I. Trade Unionism in the Unites States.
- II. A Theory of the Labour Movement.
- III. The Mediating Role of the Trade Union in underdeveloped countries.
- IV. A Philosophy of Labour.

Choose the correct answer from 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- II, b- IV, c- III, d- I

(D) a- III, b- II, c- I, d- IV

89.) Match List I with List II:

List I (Article of Indian Constitution)

a. Article-39

b. Article-41

c. Article-42

d. Article-43

List II (Meaning of the Article)

I. Right to work, to education and to public assistance in certain cases.

II. Endeavour to secure a living wage, conditions of work ensuring a decent standard of life.

III. Equal pay for equal work for both men and women.

IV. Provision for securing just and human condition of work and for maternity relief.

Choose the correct answer from the options given below:

Codes

(A) a- IV, b- III, c- I, d- II

(B) a- III, b- IV, c- I, d- II

(C) a- III, b- I, c- IV, d- II

(D) a- II, b- IV, c-III, d- I

90.) Given below are two statements:

One is labelled as Assertion A and the other is labelled as Reason R.

Assertion 'A': The Constitution of India in the Directive Principles stresses upon the importance of labour welfare.

Reason 'B': Voluntary welfare measures come under welfare work voluntarily carried out by employers and worker's organizations.

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

Codes

(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.

91.) Answer Question on the basis of following passage:

During the early period of industrial development, efforts towards workers' welfare were made largely by social workers, philanthropists, religious leaders, mostly on humanitarian grounds. Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety measures etc., were the regular features of the life. The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850. This act was enacted with the objective of helping poor and orphaned children to learn various trades and crafts. The next act was the Fatal Accidents Act of 1853 which aimed at providing compensation to the families of workmen who lost their life as a result of "actionable wrong". Earlier attempts at legislation in this count mainly aimed at regulation of employment.

The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The deplorable conditions in which labour worked in the textile mills in Bombay during those days, as testified by the factory commission of 1875 was the immediate cause for the passing of the Act. Adult labour, however, was not protected in any manner. It was found inadequate in many respects. Anyhow, it recognized the right of the government to safeguard the interests of the workers by means of a suitable legislation. Therefore, the Commission was appointed by the Government of Bombay in 1884 to review the working of the Factories Act of 1881.

The Factories (Amendment) Act 1891 applied to all factories employing 50 persons or more. Provisions relating to better ventilation, and for preventing overcrowding in factories were also made. The hours of work for children were reduced to six per day. Employment of women between 7.00 pm and 5.00 am was prohibited. Women were allowed to work for eleven hours in a day with one-and-a-half-hour rest. Certain provisions were also made for the health and safety of the Industrial workers.

The outbreak of First World War in 1914 led a number of new developments. During the war years (1914 to 1918) the number of factory number of persons employed therein increased. Wages did not keep pace with the rising prices and profits. The establishment of the International Labour Organization (ILO) in 1919 was another important landmark in the history of Labour Welfare Movement in our Country. The formation of AITUC (1920), the first central trade union organization in our country, also helped in furthering the cause of welfare movement.

Another milestone in the field of labour welfare was reached with the appointment of Labour Investigation Committee (Rege Committee) in 1944. The committee was asked to investigate problems relating to wages and earnings, employment, housing and social conditions of workers. It covered different areas in labour welfare such as housing policy, rest and recreation, occupational diseases, relief in the case of old age and death, canteens, medical aid, washing and bathing facilities, educational facilities etc. For the first time in India, this committee highlighted the of welfare measures for workers in improving their social and economic life.

What was the number of working hours for children in Indian factories prior to the implementation of the Factories (Amendment) Act, 1891?

- (A) 10 hours
- (B) 8 hours
- (C) The passage does not reveal this fact.
- (D) 6 hours

92.) Answer Question on the basis of following passage:

During the early period of industrial development, efforts towards workers' welfare were made largely by social workers, philanthropists, religious leaders, mostly on humanitarian grounds. Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety measures etc., were the regular features of the life. The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850. This act was enacted with the objective of helping poor and orphaned children to learn various trades and crafts. The next act was the Fatal Accidents Act of 1853 which aimed at providing compensation to the families of workmen who

lost their life as a result of "actionable wrong". Earlier attempts at legislation in this count mainly aimed at regulation of employment.

The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The deplorable conditions in which labour worked in the textile mills in Bombay during those days, as testified by the factory commission of 1875 was the immediate cause for the passing of the Act. Adult labour, however, was not protected in any manner. It was found inadequate in many respects. Anyhow, it recognized the right of the government to safeguard the interests of the workers by means of a suitable legislation. Therefore, the Commission was appointed by the Government of Bombay in 1884 to review the working of the Factories Act of 1881.

The Factories (Amendment) Act 1891 applied to all factories employing 50 persons or more. Provisions relating to better ventilation, and for preventing overcrowding in factories were also made. The hours of work for children were reduced to six per day. Employment of women between 7.00 pm and 5.00 am was prohibited. Women were allowed to work for eleven hours in a day with one-and-a-half-hour rest. Certain provisions were also made for the health and safety of the Industrial workers.

The outbreak of First World War in 1914 led a number of new developments. During the war years (1914 to 1918) the number of factory number of persons employed therein increased. Wages did not keep pace with the rising prices and profits. The establishment of the International Labour Organization (ILO) in 1919 was another important landmark in the history of Labour Welfare Movement in our Country. The formation of AITUC (1920), the first central trade union organization in our country, also helped in furthering the cause of welfare movement.

Another milestone in the field of labour welfare was reached with the appointment of Labour Investigation Committee (Rege Committee) in 1944. The committee was asked to investigate problems relating to wages and earnings, employment, housing and social conditions of workers. It covered different areas in labour welfare such as housing policy, rest and recreation, occupational diseases, relief in the case of old age and death, canteens, medical aid, washing and bathing facilities, educational facilities etc. For the first time in India, this committee highlighted the of welfare measures for workers in improving their social and economic life.

Which one of the following provisions was not included in the Factories (Amendment) Act 1891?

- (A) Ventilation
- (B) Cleanliness
- (C) Overcrowding
- (D) Transportation

93.) Answer Question on the basis of following passage:

During the early period of industrial development, efforts towards workers' welfare were made largely by social workers, philanthropists, religious leaders, mostly on humanitarian grounds. Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety measures etc., were the regular features of the life. The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850. This act was enacted with the objective

of helping poor and orphaned children to learn various trades and crafts. The next act was the Fatal Accidents Act of 1853 which aimed at providing compensation to the families of workmen who lost their life as a result of "actionable wrong". Earlier attempts at legislation in this count mainly aimed at regulation of employment.

The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The deplorable conditions in which labour worked in the textile mills in Bombay during those days, as testified by the factory commission of 1875 was the immediate cause for the passing of the Act. Adult labour, however, was not protected in any manner. It was found inadequate in many respects. Anyhow, it recognized the right of the government to safeguard the interests of the workers by means of a suitable legislation. Therefore, the Commission was appointed by the Government of Bombay in 1884 to review the working of the Factories Act of 1881.

The Factories (Amendment) Act 1891 applied to all factories employing 50 persons or more. Provisions relating to better ventilation, and for preventing overcrowding in factories were also made. The hours of work for children were reduced to six per day. Employment of women between 7.00 pm and 5.00 am was prohibited. Women were allowed to work for eleven hours in a day with one-and-a-half-hour rest. Certain provisions were also made for the health and safety of the Industrial workers.

The outbreak of First World War in 1914 led a number of new developments. During the war years (1914 to 1918) the number of factory number of persons employed therein increased. Wages did not keep pace with the rising prices and profits. The establishment of the International Labour Organization (ILO) in 1919 was another important landmark in the history of Labour Welfare Movement in our Country. The formation of AITUC (1920), the first central trade union organization in our country, also helped in furthering the cause of welfare movement.

Another milestone in the field of labour welfare was reached with the appointment of Labour Investigation Committee (Rege Committee) in 1944. The committee was asked to investigate problems relating to wages and earnings, employment, housing and social conditions of workers. It covered different areas in labour welfare such as housing policy, rest and recreation, occupational diseases, relief in the case of old age and death, canteens, medical aid, washing and bathing facilities, educational facilities etc. For the first time in India, this committee highlighted the of welfare measures for workers in improving their social and economic life.

Who among the following led the Labour Investigation Committee?

- (A) Mulock
- (B) ILO
- (C) Rege
- (D) Bombay Presidency Officer

94.) Answer Question on the basis of following passage:

During the early period of industrial development, efforts towards workers' welfare were made largely by social workers, philanthropists, religious leaders, mostly on humanitarian grounds. Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety

measures etc., were the regular features of the life. The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850. This act was enacted with the objective of helping poor and orphaned children to learn various trades and crafts. The next act was the Fatal Accidents Act of 1853 which aimed at providing compensation to the families of workmen who lost their life as a result of "actionable wrong". Earlier attempts at legislation in this count mainly aimed at regulation of employment.

The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The deplorable conditions in which labour worked in the textile mills in Bombay during those days, as testified by the factory commission of 1875 was the immediate cause for the passing of the Act. Adult labour, however, was not protected in any manner. It was found inadequate in many respects. Anyhow, it recognized the right of the government to safeguard the interests of the workers by means of a suitable legislation. Therefore, the Commission was appointed by the Government of Bombay in 1884 to review the working of the Factories Act of 1881.

The Factories (Amendment) Act 1891 applied to all factories employing 50 persons or more. Provisions relating to better ventilation, and for preventing overcrowding in factories were also made. The hours of work for children were reduced to six per day. Employment of women between 7.00 pm and 5.00 am was prohibited. Women were allowed to work for eleven hours in a day with one-and-a-half-hour rest. Certain provisions were also made for the health and safety of the Industrial workers.

The outbreak of First World War in 1914 led a number of new developments. During the war years (1914 to 1918) the number of factory number of persons employed therein increased. Wages did not keep pace with the rising prices and profits. The establishment of the International Labour Organization (ILO) in 1919 was another important landmark in the history of Labour Welfare Movement in our Country. The formation of AITUC (1920), the first central trade union organization in our country, also helped in furthering the cause of welfare movement.

Another milestone in the field of labour welfare was reached with the appointment of Labour Investigation Committee (Rege Committee) in 1944. The committee was asked to investigate problems relating to wages and earnings, employment, housing and social conditions of workers. It covered different areas in labour welfare such as housing policy, rest and recreation, occupational diseases, relief in the case of old age and death, canteens, medical aid, washing and bathing facilities, educational facilities etc. For the first time in India, this committee highlighted the of welfare measures for workers in improving their social and economic life.

Who among the following was not the part of labour welfare reformers during the early period of industrial development in India?

- (A) Philanthropists
- (B) Religious leaders
- (C) Social Workers
- (D) Factory Owners

95.) Answer Question on the basis of following passage:

During the early period of industrial development, efforts towards workers' welfare were made largely by social workers, philanthropists, religious leaders, mostly on humanitarian grounds. Before the introduction of welfare and other legislation in India, the conditions of labour were miserable. Exploitation of child labour, long hours of work, bad sanitation, absence of safety measures etc., were the regular features of the life. The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850. This act was enacted with the objective of helping poor and orphaned children to learn various trades and crafts. The next act was the Fatal Accidents Act of 1853 which aimed at providing compensation to the families of workmen who lost their life as a result of "actionable wrong". Earlier attempts at legislation in this count mainly aimed at regulation of employment.

The movement to improve the working conditions of Indian labour started with the passing of the first Indian Factories Act in 1881. The deplorable conditions in which labour worked in the textile mills in Bombay during those days, as testified by the factory commission of 1875 was the immediate cause for the passing of the Act. Adult labour, however, was not protected in any manner. It was found inadequate in many respects. Anyhow, it recognized the right of the government to safeguard the interests of the workers by means of a suitable legislation. Therefore, the Commission was appointed by the Government of Bombay in 1884 to review the working of the Factories Act of 1881.

The Factories (Amendment) Act 1891 applied to all factories employing 50 persons or more. Provisions relating to better ventilation, and for preventing overcrowding in factories were also made. The hours of work for children were reduced to six per day. Employment of women between 7.00 pm and 5.00 am was prohibited. Women were allowed to work for eleven hours in a day with one-and-a-half-hour rest. Certain provisions were also made for the health and safety of the Industrial workers.

The outbreak of First World War in 1914 led a number of new developments. During the war years (1914 to 1918) the number of factory number of persons employed therein increased. Wages did not keep pace with the rising prices and profits. The establishment of the International Labour Organization (ILO) in 1919 was another important landmark in the history of Labour Welfare Movement in our Country. The formation of AITUC (1920), the first central trade union organization in our country, also helped in furthering the cause of welfare movement.

Another milestone in the field of labour welfare was reached with the appointment of Labour Investigation Committee (Rege Committee) in 1944. The committee was asked to investigate problems relating to wages and earnings, employment, housing and social conditions of workers. It covered different areas in labour welfare such as housing policy, rest and recreation, occupational diseases, relief in the case of old age and death, canteens, medical aid, washing and bathing facilities, educational facilities etc. For the first time in India, this committee highlighted the of welfare measures for workers in improving their social and economic life.

Which among the following is not a correct statement?

- (A) Wages did not keep pace with the rising prices and profits during the World War-I.
- (B) The establishment of the International Labour Organization (ILO) took place in 1919.
- (C) The Factories (Amendment) Act 1891 applied to all factories employing 100 persons or more.
- (D) The earliest legislative approach could be tracked back to the passing of the Apprentices Act of 1850.

96.) Read the passage carefully and answer the following question:

Indian organisations have traditionally not considered their human resource as a means of distinct competitive advantage. Rather, people management has been a big challenge for the Indian business head. This situation is undergoing a rapid change today; because as Indian organisations are recognizing the need for professional human resource management, simultaneously there is a growing demand for trained human resource professionals. At most of the universities, business schools have begun to offer specialized, customized courses to train the human resource professional. Increasingly, organisations are encouraging line managers to handle human resource responsibilities. Ancient India was known for its occupation-based hierarchy. The ancient Indian text, the Arthashastra refers to the job description of a supervisor and performance linked pay for artisans. It was only after the year 1850 that formal industrial organisations emerged in India. But it was only after India became an independent country in 1947 that significant improvement was witnessed in the personnel management policy of business organisations. After independence, when a mixed economy was encouraged as the Indian growth model, industrial organisations were broadly classified into public sector and private sector. Since the public sector units were the recipients of large investments and became the biggest players, their approach towards personnel management received a lot of attention. The goal of a socialistic society enshrined within the constitution of India implied that the protection of human resource became a significant objective. Many constitutional provisions were created in order to protect workers. Organisations had to appoint welfare officers to take care of all personnel. The next phase of development saw the rise of the trade unions, and manager unions in the Indian business organizations. This further boosted the growth of personnel offices in most of the organizations.

Given below are two statements:

Statement I: It was only after the year 1947 that formal industrial organizations emerged in India.

Statement II: Since the public sector units were recipient of limited investments it became centre of industrial disputes.

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

Codes

- (A) Both Statement I and Statement II is true.
- (B) Both Statement I and Statement II is false.
- (C) Statement I is true but Statement II is false.
- (D) Statement I is false but Statement II is true.

97.) Read the passage carefully and answer the following question:

Indian organisations have traditionally not considered their human resource as a means of distinct competitive advantage. Rather, people management has been a big challenge for the Indian business head. This situation is undergoing a rapid change today; because as Indian organisations are recognizing the need for professional human resource management, simultaneously there is a growing demand for trained human resource professionals. At most of the universities, business schools have begun to offer specialized, customized courses to train the human resource professional. Increasingly, organisation are encouraging line managers to handle human resource responsibilities. Ancient India was known for its occupation-based hierarchy. The ancient Indian text, the Arthashastra refers to the job description of a supervisor and performance linked pay for artisans. It was only after the year 1850 that formal industrial organisations emerged in India. But

it was only after India became an independent country in 1947 that significant improvement was witnessed in the personnel management policy of business organisations. After independence, when a mixed economy was encouraged as the Indian growth model, industrial organisations were broadly classified into public sector and private sector. Since the public sector units were the recipients of large investments and became the biggest players, their approach towards personnel management received a lot of attention. The goal of a socialistic society enshrined within the constitution of India implied that the protection of human resource became a significant objective. Many constitutional provisions were created in order to protect workers. Organisations had to appoint welfare officers to take care of all personnel. The next phase of development saw the rise of the trade unions, and manager unions in the Indian business organizations. This further boosted the growth of personnel offices in most of the organizations.

Which of the followings are mentioned in the ancient Indian text-Arthashastra?

- a. Size of a standard agricultural field.
- b. Job description of a supervisor.
- c. Wages rates of seasonal workers.
- d. Performance linked pay for artisans.
- e. Rate of tax applicable on kings revenue.

Choose the correct answer from the options given below:

Codes

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

98.) Read the passage carefully and answer the following question:

Indian organisations have traditionally not considered their human resource as a means of distinct competitive advantage. Rather, people management has been a big challenge for the Indian business head. This situation is undergoing a rapid change today; because as Indian organisations are recognizing the need for professional human resource management, simultaneously there is a growing demand for trained human resource professionals. At most of the universities, business schools have begun to offer specialized, customized courses to train the human resource professional. Increasingly, organisation are encouraging line managers to handle human resource responsibilities. Ancient India was known for its occupation-based hierarchy. The ancient Indian text, the Arthashastra refers to the job description of a supervisor and performance linked pay for artisans. It was only after the year 1850 that formal industrial organisations emerged in India. But it was only after India became an independent country in 1947 that significant improvement was witnessed in the personnel management policy of business organisations. After independence, when a mixed economy was encouraged as the Indian growth model, industrial organisations were broadly classified into public sector and private sector. Since the public sector units were the recipients of large investments and became the biggest players, their approach towards personnel management received a lot of attention. The goal of a socialistic society enshrined within the constitution of India implied that the protection of human resource became a significant objective. Many constitutional provisions were created in order to protect workers. Organisations had to appoint welfare officers to take care of all personnel. The next phase of development saw the rise of the trade unions, and manager unions in the Indian business organizations. This further boosted the growth of personnel offices in most of the organizations.

Which one of the following factors is responsible for the increased number of personnel office in many organizations in India?

- (A) The rise of Unions
- (B) Workers friendly policies
- (C) Industrial revolution
- (D) British influence on Indian Unions

99.) Read the passage carefully and answer the following question:

Indian organisations have traditionally not considered their human resource as a means of distinct competitive advantage. Rather, people management has been a big challenge for the Indian business head. This situation is undergoing a rapid change today; because as Indian organisations are recognizing the need for professional human resource management, simultaneously there is a growing demand for trained human resource professionals. At most of the universities, business schools have begun to offer specialized, customized courses to train the human resource professional. Increasingly, organisation are encouraging line managers to handle human resource responsibilities. Ancient India was known for its occupation-based hierarchy. The ancient Indian text, the Arthashastra refers to the job description of a supervisor and performance linked pay for artisans. It was only after the year 1850 that formal industrial organisations emerged in India. But it was only after India became an independent country in 1947 that significant improvement was witnessed in the personnel management policy of business organisations. After independence, when a mixed economy was encouraged as the Indian growth model, industrial organisations were broadly classified into public sector and private sector. Since the public sector units were the recipients of large investments and became the biggest players, their approach towards personnel management received a lot of attention. The goal of a socialistic society enshrined within the constitution of India implied that the protection of human resource became a significant objective. Many constitutional provisions were created in order to protect workers. Organisations had to appoint welfare officers to take care of all personnel. The next phase of development saw the rise of the trade unions, and manager unions in the Indian business organizations. This further boosted the growth of personnel offices in most of the organizations.

After which of the following event, the country has seen significant improvement in the personnel management policy of business organizations?

- (A) Independence
- (B) Simon Commission.
- (C) Labore meet of Indian National Congress.
- (D) Division of Bengal.

100.) Read the passage carefully and answer the following question:

Indian organisations have traditionally not considered their human resource as a means of distinct competitive advantage. Rather, people management has been a big challenge for the Indian business head. This situation is undergoing a rapid change today; because as Indian organisations are recognizing the need for professional human resource management, simultaneously there is a growing demand for trained human resource professionals. At most of the universities, business schools have begun to offer specialized, customized courses to train the human resource professional. Increasingly, organisation is encouraging line managers to handle human resource

responsibilities. Ancient India was known for its occupation-based hierarchy. The ancient Indian text, the Arthashastra refers to the job description of a supervisor and performance linked pay for artisans. It was only after the year 1850 that formal industrial organisations emerged in India. But it was only after India became an independent country in 1947 that significant improvement was witnessed in the personnel management policy of business organisations. After independence, when a mixed economy was encouraged as the Indian growth model, industrial organisations were broadly classified into public sector and private sector. Since the public sector units were the recipients of large investments and became the biggest players, their approach towards personnel management received a lot of attention. The goal of a socialistic society enshrined within the constitution of India implied that the protection of human resource became a significant objective. Many constitutional provisions were created in order to protect workers. Organisations had to appoint welfare officers to take care of all personnel. The next phase of development saw the rise of the trade unions, and manager unions in the Indian business organizations. This further boosted the growth of personnel offices in most of the organizations.

Which one of the following is NOT a correct statement?

- (A) Many constitutional provisions were created in order to protect workers.
- (B) Industrial organizations were broadly classified into British industries and Indian industries.
- (C) Indian organizations have traditionally not considered their human resources.
- (D) People management has been a big challenge for the Indian business head.