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- 1.) Who argued that money spent on improving labour was one of the best investments that business executives could make?
 - (A) Hugo Munsterberg
 - (B) Elton Mayo
 - (C) Charles Babbage
 - (D) Robert Owen

- 2.) Which of the following seeks to determine how a corporation should compete in its business?
 - (A) Policy
 - (B) Mission
 - (C) Vision
 - (D) Strategy

- 3.) According to Herzberg, which of the following is a satisfier?
 - (A) Job Security
 - (B) Company Policy
 - (C) Recognition
 - (D) Working Conditions

- 4.) Flexible plans that set out general guidelines are:
 - (A) Strategic plans
 - (B) Single use plans
 - (C) Directional plans
 - (D) Long term plans

- 5.) Talent Management relates to:
 - (A) Holistic integrated and result oriented process of planning, recruiting, selecting, developing, managing and compensating employees.
 - (B) Result oriented process of manpower planning.
 - (C) Holistic and integrated process of recruitment, selection and training.
 - (D) Result oriented training of employees to sharpen talent to prevent obsolescence of human resource.

- 6.) When employees abroad supply services that the company's own employees previously did in house, it is known as:
 - (A) Alternate staffing
 - (B) Outsourcing
 - (C) Offshoring
 - (D) Temporary staffing

- 7.) In which of the following systems employees are paid on the basis of skills and knowledge one is capable of using rather than for the title of the job currently held?
 - (A) Broad banding

- (B) Competency based pay
- (C) Comparable worth
- (D) Experience based pay

8.) Which of the following is NOT a direct financial payment to workers?

- A. Wage
- B. Incentive
- C. Commission
- D. Bonus
- E. Insurance

Choose the correct answer from the options given below:

Codes

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

9.) In which of the following approaches, MNCs pay less cash and more benefit compensation package for expatriates?

- (A) Cluster System Approach
- (B) Buffet Approach
- (C) Bargaining Approach
- (D) Global Approach

10.) 'OCTAPACE' refers to:

- (A) H.R.D Culture
- (B) Human Relations
- (C) Human Resource information system
- (D) Behaviour Rating

11.) Which one of the following categories will NOT come under the HR outsourcing?

- (A) Professional Employer Organization (PEO)
- (B) Business Process Outsourcing (BPO)
- (C) Application Service Provider (ASP)
- (D) Contract Employees (CE)

12.) Who among the following said, "Take, physical assets, leave my people, and in five years I will have it all back"?

- (A) Bill Gates
- (B) Rensis Likert
- (C) Peter Drucker
- (D) Alfred Sloan

13.) Which one of the following represents the moral values that develop on the basis of influence of role models and other significant persons?

- (A) Id
- (B) Ego
- (C) Esteem
- (D) Superego

14.) Under which one of the following styles, a manager is likely to remark that nothing significant can ever be done?

- (A) Sulking
- (B) Withdrawn
- (C) Cynical
- (D) Overindulgent

15.) Which one of the following relates to a person's self-perceived competence and self-image?

- (A) Self Esteem
- (B) Self Actualization
- (C) Self Efficacy
- (D) Self-Motivation

16.) Who gave the operant conditioning theory?

- (A) Edward Tolman
- (B) Pavlov & Watson
- (C) B.F. Skinner
- (D) Albert Bandura

17.) The book "Trade Unionism in the New Society" was authored by which of the following?

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

18.) Which of the following is not a part of the three-tier structure of the Joint Consultative Machinery and Compulsory Arbitration in Govt. Department?

- (A) Unit Level
- (B) Office/Regional Level
- (C) Department Level
- (D) National Level

19.) By which convention number of International Labour Organisation "Freedom of Association and Protection of the right to organize" has declared as Fundamental Rights?

- (A) Convention No. 19
- (B) Convention No. 87
- (C) Convention No. 98

(D) Convention No. 81

20.) "Every Class Struggle is a Political Struggle" who said this?

- (A) Lenin
- (B) Karl Marx
- (C) G.D.H. Cole
- (D) Fedrick Engels

21.) In which session of the Indian Labour conference the functions of works Committee was discussed and approved a list of functions which could be assigned to the works committee and a list of functions which should not be assigned to the works committee?

- (A) 14th Session
- (B) 16th Session
- (C) 17th Session
- (D) 20th Session

22.) Under which Section of the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956, the Central Government is authorized to Constitute the national tribunals?

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

23.) What shall be the maximum number of members of Grievance Redressal Committee?

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

24.) Which of the following is not a form of Strike?

- (A) Sit-down
- (B) Pen-down
- (C) Picketing
- (D) Wildcat

25.) The _____ was the first Act passed to regulate the industrial relations in India.

- (A) Apprentice Act
- (B) Factories Act
- (C) Bombay Trade Disputes Act
- (D) Industrial Disputes Act

26.) How many parts are there in the Schedule of the Child Labour (Prohibition and Regulation) Act, 1986?

- (A) 1
- (B) 2

- (C) 3
- (D) 4

27.) The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed _____ hours and that no worker shall work for more than _____ hours before he has had an interval for rest of at least half an hour.

- (A) Five, Five
- (B) Six, Six
- (C) Eight, Eight
- (D) Nine, Nine

28.) The Contract Labour (Regulation & Abolition) Act 1970 shall not apply to establishments in which one of the following?

- (A) An intermittent or casual nature
- (B) Permanent Work
- (C) Both 1 & 2
- (D) None of the above

29.) How Gratuity is calculated for non-seasonable establishment for piece rated employees?

- (A) $\frac{\text{Basic wage} \times 15 \times \text{No. of Completed year of service}}{26}$
- (B) $\frac{\text{Last drwan wages} \times 7 \times \text{No.of Completed year of services}}{26}$
- (C) $\frac{\text{Basic wages} \times 15 \times \text{No.of Completed year of service}}{30}$
- (D) $\frac{\text{Average of last 3 months wages} \times 15 \times \text{No.of Completed year of service}}{26}$

30.) The Pension scheme of employees is financed by diverting _____ of _____ monthly contribution from the employees' provident fund.

- (A) 10.33%, Employer's
- (B) 10.33%, Employee's
- (C) 8.33%, Employer's
- (D) 8.33%, Employee's

31.) Under Equal Remuneration Act, 1976, "Same work or work of a similar nature means _____ required are the same, when performed under similar working conditions by man or woman.

- (A) Skills
- (B) Efforts
- (C) Responsibilities
- (D) All of the above

32.) Mr. X was terminated by his employer of the factory to which Payment of Wages Act 1936 is applicable with a reason of non-satisfaction of performance of Mr. X's work. When is the wage, earned by Mr. X till the date of termination need to be paid by the employer?

- (A) Before expiry of the second working day from the termination.

- (B) Within a month's time
- (C) Within a week's time
- (D) On the tenth day from the termination date.

33.) When was the Unorganised Workers Social Security Act enacted?

- (A) Year 2007
- (B) Year 2008
- (C) Year 2009
- (D) Year 2010

34.) Which is NOT a Principle of Labour Welfare?

- (A) Adequacy of Wages
- (B) Efficiency
- (C) Responsibility
- (D) Placating

35.) Apart from Factories Act, 1948, there exists some Specialized Safety Laws. Which among the following is NOT a specialized Safety law?

- (A) Indian Boilers Act, 1923
- (B) Indian Electricity Act, 1910
- (C) The Plantation Labour Act, 1951
- (D) Indian Explosives Act, 1884

36.) Which among the following is a correct statement with respect to Social Insurance?

- (A) Social Insurance is Fundamentally different from commercial insurance.
- (B) Social Insurance and Commercial Insurance are similar.
- (C) Government alone pays for social Insurance.
- (D) Employees covered under it are not required to contribute.

37.) Some Labour Markets, particularly those in which the sellers of labour are represented by a Union, operate under which one of the following?

- (A) Very formal set of rules that partly govern buyer-seller transactions.
- (B) An informal environment with no set of formal rules for buyer - seller transactions.
- (C) A very formal set of rules that fully govern buyer-seller transactions.
- (D) A formal environment with no set of rules for buyer-seller transactions.

38.) Isoquant has its particular curvature for which one of the following reasons?

- (A) Labour and Capital are imperfect Substitutes.
- (B) Labour and Capital are perfect Substitutes.
- (C) Capital and technology are perfect Substitute.
- (D) Labour and technology are perfect Substitute.

39.) Who confirmed after comprehensive study into the supply curve for Labour that “Variations in the proportion of a city's population in the labour force, that is, its participation rate appear to be inversely associated with variations in its average income per equivalent male worker”?

- (A) Paul H. Douglas
- (B) Allan M. Cartter
- (C) John Bates Clark
- (D) Clarence D. Long

40.) When some people are “between jobs”, the unemployment caused is known as which one of the following?

- (A) Disguised Unemployment
- (B) Seasonal Unemployment
- (C) Frictional Unemployment
- (D) Cyclic Unemployment

41.) Arrange the following steps of test validation process in the correct sequence:

- A. Choose the test
- B. Relate the test scores and criteria
- C. Cross validate and revalidate
- D. Administer the test
- E. Analyse the job and determine predictors

Choose the correct answer from the options given below.

Codes

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

42.) Which of the following are generally included in the Balanced Scorecard Approach of Control?

- A. Finances
- B. Customers
- C. Internal processes
- D. People and asset

Choose the most appropriate answer from the options given below:

Codes

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

43.) Which of the following statements are correct regarding ‘mentoring’?

- A. It helps in transfer of knowledge to mentee.
- B. It is good for transmission and sustenance of organization culture.
- C. It can only be formally organised.

D. It is an interactive process in which only mentore gives the topic for learning.
Choose the most appropriate answer from the options given below.

Codes

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

44.) Arrange the following steps of Job Evaluation in ascending order.

- A. Choosing job evaluation committee
- B. Identifying need for evaluation
- C. Selecting Compensable factor
- D. Identifying benchwork jobs
- E. Evaluating worth of each job.

Choose the correct answer from the options given below.

Codes

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

45.) Arrange the steps of Ranking Method of Job Evaluation in ascending order:

- A. Obtain job information
- B. Compare current pay with what others are paying
- C. Assign a new pay scale
- D. Select jobs and compensable factors
- E. Rank jobs and combine rating

Choose the correct answer from the options given below:

Codes

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

46.) Which of the following relate to Quality Circles?

- (i) Formal organization
- (ii) Self-empowered group
- (iii) Informal organization
- (iv) Venture Team

Choose the correct answer from the options given below:

Codes

- (A) (i), (ii) and (iv) Only
- (B) (i), (ii) and (iii) only
- (C) (ii), (iii) and (iv) only

(D) (i), (iii) and (iv) only

47.) Which of the following are Human Resource Accounting Models?

- (i) Flumholtz model
- (ii) Morris Model
- (iii) Lev and Schwartz Model
- (iv) Organ's Model
- (v) Adom's Model

Choose the correct answer from the options given below:

Codes

- (A) (i), (ii), (iv) Only
- (B) (i), (iii), (iv) Only
- (C) (ii), (iii), (v) Only
- (D) (i), (iii), (v) Only

48.) Which of the following are the individual stress coping techniques?

- (i) Exercise
- (ii) Relaxation
- (iii) Behavioural Self control
- (iv) Irritability
- (v) Cognitive therapy

Choose the correct answer from the options given below:

- (A) (i) and (ii) Only
- (B) (i), (ii), (v) Only
- (C) (i), (ii), (iii) and (iv) Only
- (D) (i), (ii), (iii) and (v) Only

49.) Which of the following are Human Resource Accounting Models?

- (i) Morse Model
- (ii) Likert Model
- (iii) Organ's Model
- (iv) Regan's Model
- (v) Adam's Model

Choose the correct answer from the options given below.

Codes

- (A) (i), (ii), (iv) Only
- (B) (i), (iii), (iv) Only
- (C) (i), (ii), (iii) Only
- (D) (i), (ii), (v) Only

50.) What are the main approaches in the area of international compensation with regard to posting MNCs employees in foreign countries?

- (i) Going Rate Approach
- (ii) Qualitative Approach

- (iii) Combination Approach
- (iv) Balance Sheet Approach

Choose the most appropriate answer from the options given below:

Codes

- (A) (i) & (ii) Only
- (B) (ii) & (iii) Only
- (C) (iii) & (iv) Only
- (D) (i) & (iv) Only

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

- (i) Code of Conduct
- (ii) Secret Ballot
- (iii) Check off system
- (iv) Membership verification

Choose the correct answer from the options given below:

Codes

- (A) (i) & (ii) Only
- (B) (iii) & (iv) Only
- (C) (ii), (iii) & (iv) Only
- (D) (i), (iii) & (iv) Only

52.) Which of the following basic factors were outlined by Selig Perlman in his theory of Labour Movement?

- (i) The resistance power of capitalism
- (ii) The degree of dominance over the labour movement by the intellectual's mentality
- (iii) The degree of maturity of a trade union, mentality.
- (iv) The degree of Political Struggle of the workers.

Choose the correct answer from the options given below:

Codes

- (A) (i), (ii), (iii) Only
- (B) (i), (iii), (iv) Only
- (C) (i), (ii), (iv) Only
- (D) (ii), (iii), (iv) Only

53.) Which of the following are non-statutory bodies for Prevention & Settlement of Industrial Disputes?

- (i) Indian Labour Conference
- (ii) Standing Labour Committee
- (iii) Board of Conciliation
- (iv) State Labour Advisory Boards
- (v) Court of Inquiry

Choose the correct answer from the options given below:

Codes

- (A) (i), (ii), (iii) Only
- (B) (i), (ii), (iv) Only
- (C) (ii), (iii), (v) Only
- (D) (iii), (iv), (v) Only

54.) Which of the following are the autonomous organizations of Labour Ministry?

- (i) Employee's State Insurance Corporation
- (ii) Central Board for Workers' Education
- (iii) The Directorate General of Mines Safety
- (iv) V.V. Giri National Labour Institute.

Choose the correct answer from the options given below:

Codes

- (A) (i) and (ii) Only
- (B) (ii) and (iii) Only
- (C) (i), (ii), (iv) Only
- (D) (ii), (iii), (iv) Only

55.) Given below are the names of Indian Trade Unions/Associations. Arrange the sequence of their establishment year from earlier to later.

- A. Hind Mazdoor Sabha
- B. Madras Labour Union
- C. Indian National Trade Union Congress
- D. Self Employed Women's Association
- E. Hindustan Mazdoor Sevak Sangh

Choose the correct answer from the options given below.

Codes

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

56.) The Acts belonging to the category of Protective legislation are:

- A. Factories Act, 1948
- B. Contract Labour (Regulation and Abolition) Act, 1970
- C. Trade Unions Act. 1928
- D. Industrial Disputes Act, 1947

Choose the most appropriate answer from the options given below:

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

57.) License of contractors under the Inter-State Migrant workmen (Regulation of Employment and Condition of Service) Act, 1979 may be revoked under which of the following situations?

- (i) Obtained by misrepresentation or suppression of any material fact.
- (ii) Without reasonable cause, failed to comply with the conditions subject to which the license has been granted.
- (iii) Contravened any of the provisions of the Act.
- (iv) After receiving an application from the contractors.

Choose the most appropriate answer from the options given below:

- (A) (i), (ii) and (iii) Only
- (B) (ii), (iii) and (iv) Only
- (C) (iii) and (iv) Only
- (D) (i) and (ii) Only

58.) Which of the following are the methods of fixing and revising minimum wages under the Minimum Wages Act, 1948?

- (i) Committee Method
- (ii) Notification Method
- (iii) Wage Board
- (iv) Collective Bargaining

Choose the most appropriate answer from the options given below:

Codes

- (A) (i), (ii), (iii) and (iv) Only
- (B) (iii) and (iv) Only
- (C) (i), (iii) and (iv) Only
- (D) (i) and (ii) Only

59.) Which of the following situations, as per the Employees Provident Fund and Miscellaneous Provision Act, 1952, allow for full withdrawal of provident fund amount?

- (i) Death
- (ii) Superannuation
- (iii) Retrenchment
- (iv) Construction of house

Choose the correct answer from the options given below:

Codes

- (A) (i), (iii) and (iv) Only
- (B) (i), (ii) and (iii) Only
- (C) (i) and (ii) Only
- (D) (i), (ii), (iii) and (iv) Only

60.) Wage-periods under the Payment of Wages Act, 1936, can be:

- (i) 7 days
- (ii) 15 days
- (iii) 30 days
- (iv) 45 days

Choose the correct answer from the options given below:

Codes

- (A) (ii) and (iii) Only
- (B) (i) and (ii) Only
- (C) (ii), (iii) and (iv) Only
- (D) (i), (ii) and (iii) Only

61.) Central Government may formulate and notify which suitable welfare schemes for workers under Unorganised Social Security Act, 2008?

- A. Life and Disability Cover
- B. Employment Injury Benefits
- C. Health and Maternity Benefits
- D. Old age Protection

Choose the correct answer from the options given below.

Codes

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

62.) Under which Section of the Factories Act, 1948 as amended, a member of the State Government is empowered to constitute a Site Appraisal Committee to examine a factory involving hazardous process?

- A. Section 41 A (1)
- B. Section 41A
- C. Section 41A (2-4)
- D. Section 41A (5)
- E. Section 41 B and C

Choose the most appropriate answer from the options given below.

Codes

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

63.) In case of Labour, the Demand Curve illustrates which of the following?

- A. At each possible wage rate, the maximum quantity of labour an employer would be willing to employ per period of time.
- B. At each possible wage rate, the minimum quantity of labour an employer would be willing to employ per period of time.
- C. At each possible wage rate, quantity of Labour an employer would be willing to employ.
- D. For each possible quantity of Labour, the maximum wage rate at which the employer would be willing to employ that particular quantity.
- E. The Maximum quantity of Labour an employer would employ.

Choose the most appropriate answer from the options given below.

Codes

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

64.) Which are NOT determinants of Supply of labour among the following?

- A. Preference for work versus leisure
- B. Prices of other inputs
- C. Other wage rates
- D. Number of Qualified Supplier
- E. Number of firms

Choose the most appropriate answer from the options given below.

Codes

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

65.) The market demand for the Labour and the market supply of labour jointly determines which of the following?

- A. An equilibrium level of wage rate
- B. The maximum level of wage rate
- C. An equilibrium level of employment
- D. The minimum level of employment

Choose the most appropriate answer from the options given below:

Codes

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

66.) Given below are two statements:

Statement I: In a Matrix Organization, specialists from different functional departments work on projects that are led by a Project Manager.

Statement II: One unique aspect of Matrix Organization is that it creates a unity of command managers coordinate and resolve conflicts.

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 are correct
- (B) Both Statement I and Statement II are incorrect
- (C) Statement I is correct but Statement II is incorrect

(D) Statement I is incorrect but Statement II is correct

67.) Match the following.

List I

- (a) Intelligence Test
- (b) Personality Test
- (c) Interest Test
- (d) Achievement Test

List II

- (i) Preferred Occupation
- (ii) Memory and Vocabulary
- (iii) Job Knowledge
- (iv) Emotional Stability and Agreeableness

Choose the correct answer from the options given below.

Codes

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

68.) Match the following.

List I – Types of Corporations

- (a) International Corporation
- (b) Multinational Corporation
- (c) Transnational Corporation
- (d) Global Corporation

List II – Appropriate Meaning

- (i) Subsidiaries operating as stand alone businesses in multiple countries.
- (ii) Specialised facilities and Complex coordination mechanism provides global integration.
- (iii) Viewing world as a single marked and operations controlled centrally from corporate office.
- (iv) Domestic firm using existing capabilities to expand into foreign market.

Choose the correct answer from the options given below:

Codes

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

69.) Match the following.

List I

- (a) Managerial Grid Theory
- (b) X and Y Theory
- (c) Path-Goal Theory
- (d) Contingency Theory

List II

- (i) McGregor
- (ii) Fred E. Fielder
- (iii) Robert R. Blake
- (iv) Martin G. Evans

Choose the correct answer from the options given below:

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

70.) Match the following.

Given below 4 Sub-Process as of Collective Bargaining Negotiations argued by Waltone & Mc Karsie.

List I – Sub Process of Bargaining

- (a) Distributive Bargaining
- (b) Integrative Bargaining
- (c) Intra-Organisational Bargaining
- (d) Attitudinal Structuring

List II – Meaning

- (i) Involves those aspects of negotiation in which one side's gain is the other side's loss. It is win-lose.
- (ii) When there are different goals or preferences of either side (union or management).
- (iii) Issues and process in which a solution provides gains to both labour and management leading to joint gain or win-win bargaining.
- (iv) Negotiations often involve a lot of uncertainty. Uncertainty arises from the difficulties the parties face in anticipating how much strikes power they possess, and the complication involved in interpreting each other intentions.

Choose the correct answer from the options given below:

Codes

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

71.) Match the following.

List I – Negotiation Result

- (a) Win-lose
- (b) Lose-Win
- (c) Lose-Lose
- (d) Win-Win

List II – Appropriate Meaning

- (i) Both parties get what they want the parties believe in mutual gain.
- (ii) Both parties lose or do not get what they want and reflect an attitude of take it or leave it.

- (iii) The negotiating parties think that winning is everything or winning is the only thing.
- (iv) One party achieves most and the other party loses or gain very little.

Choose the correct answer from the options given below:

Codes

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

72.) Match the following.

List I – Acts

- (a) The Factories Act
- (b) The Inter-State Migrant workmen (Regulation of employment and conditions of services) Act
- (c) The Contract Labour (Regulation and Abolition) Act
- (d) The Child Labour (Prohibition and Regulation) Act

List II – Years of Enactment

- (i) 1986
- (ii) 1970
- (iii) 1979
- (iv) 1948

Choose the correct answer from the options given below.

Codes

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

73.) Match the following.

List I

- (a) The Payment of Bonus Act, 1965
- (b) The Payment of Wages Act, 1936
- (c) The Minimum Wages Act, 1948
- (d) The Equal Remuneration Act, 1976

List II

- (i) To remove the suffering of section of the society
- (ii) To develop the sense of belongingness among employees
- (iii) Equal pay for both men and women
- (iv) To ensure regular and timely payment of wages

Choose the correct answer from the options given below:

Codes

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

74.) Given below are two statements:

Statement I: The origin of Labour Welfare activity in India goes back to 1837 when, following the abolition of Slavery in 1833, the British colonies started importing Indian Labour.

Statement II: Labour welfare activities were hardly controlled by legislation during pre-independence period.

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

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

75.) Match the following.

List I - Propounder

- (a) John Davidson
- (b) John Clark & Henry Wicksteed
- (c) David Ricardo
- (d) Adam Smith

List II – Theory of Wages

- (i) Marginal Productivity Theory
- (ii) Subsistence Theory
- (iii) Wage Fund Theory
- (iv) Bargaining Theory

Choose the correct answer from the options given below:

Codes

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

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

Assertion ‘A’: Henry Fayol was of the opinion that organizations should be based on group ethic rather than individuals.

Reason ‘R’: Individual potential remains only potential until released through group association.

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

- (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.

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

Assertion 'A': In modern times, there is an increase in the number of “on-demand” workers. These workers can choose when to work, on what to work and how much to work.

Reason 'R': The major worry about “on-demand” workers is not just about the benefits they receive but about a lack of agency – a future in which computers, rather than humans determine about what you do, when and for how much.

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.

78.) Arrange the following steps of organisational change in the correct sequence from the first to the last:

- (a) Action Proposal
- (b) Implementation
- (c) Initiation
- (d) Deliberation
- (e) Diagnosis

Choose the correct answer from the options given below:

Codes

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

79.) Arrange the following in the correct sequence of Maslow’s Hierarchy of need starting from the lowest order need.

- A. Job Security
- B. Achievement
- C. Transforming perception of self into reality
- D. Hunger
- E. Belonginess

Choose the correct answer from the options given below:

Codes

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

80.) Given below are the names of Indian Trade Union/Associations. Arrange the sequence of their establishment year from earlier to later.

- (a) All India Trade Union Congress
- (b) The Textile Labour Association of Ahmedabad

- (c) United Trade Union Congress
- (d) The Hindustan Mazdoor Sevak Sangh
- (e) Bharatiya Mazdoor Sangh

Choose the correct answer from the options given below:

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

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

Assertion 'A': Labour Administration in the country has failed to deliver the desired results for protection of labour.

Reason 'R': It has been observed that despite various legislative measures, its ineffective implementation has not given the expected results.

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.

82.) Arrange the following welfare and health provisions of the Contract Labour (Regulation and Abolition) Act, 1970 in ascending order of Sections.

- A. Rest room
- B. First aid facility
- C. Canteen
- D. Other facility

Choose the correct answer from the options given below:

Codes

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

83.) Arrange in ascending order the steps of proceedings for fixing and revising minimum wages under the Minimum Wages Act, 1948.

- (i) Appointing Committee and Sub Committee.
- (ii) Identification of Scheduled Employment.
- (iii) Holding enquiries and making recommendations.
- (iv) Fixing and revising the minimum wages on the case may be.

Choose the correct answer from the options given below:

Codes

- (A) (i), (ii), (iii), (iv)

- (B) (ii), (i), (iii), (iv)
- (C) (iii), (i), (ii), (iv)
- (D) (iii), (ii), (i), (iv)

84.) Given below are two statements:

Statement I: Labour Welfare, by its very nature, “must necessarily be elastic; bearing a some what different interpretation in one counting from another, according to the different social custom, the degree of industrialization and the educational development of the worker.”

Statement II: Limits cannot be rigidly laid down for the scope of Labour Welfare for all industries and for all times.

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

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

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

Assertion ‘A’: A monopsonist in the Labour market is the sole buyer of a factor of production.

Reason ‘R’: It is because there is only one demander, It is because there is only one demander, there is no distinction between the monopsonist demand for Labour and market demand for Labour.

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

- (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.

86.) Given below are two statements:

Statement I: Scanlon Plan is designed to encourage cooperation, involvement and shaving of benefits.

Statement II: Scanlon Plan divides pay roll expenses by total sales.

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

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

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

Assertion ‘A’: Government intervention in industrial relations system became inevitable when Industrial peace started being threatened.

Reason ‘R’: Industrial peace and harmony are essential for industrial development in the country.

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.

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

Assertion ‘A’: Modern industrialization has created a new class of industrial proletariat which, with rural background and with very little social and material resources, is in great need of systematized help through social security agencies.

Reason ‘R’: Social security is a major aspect of public policy today and the extent of its prevalence is a measure of progress made by the country towards the idea of Welfare State.

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

- (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.

89.) Given below are the 2 statements:

Statement I: Under the Child Labour (Prohibition and Regulation) Act, 1986, “family”, in relation to an occupier, means the individual, the wife or husband, as the case may be, of such individual and their children, brother and sister of such individual.

Statement II: Duties and obligations of contractors under The Inter State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979, is given in Chapter V of the Act.

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

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

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

Assertion ‘A’: Outside leadership is not appreciable for trade unions.

Reason ‘R’: Trade Unions when controlled by outside leadership under political influence, and leadership functions with hidden intention of serving the political interest of its parent parties. Besides it adversely impacts the growth of internal leadership with the result that the real cause of workers are mostly ignored.

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.

91.) Read the following passage carefully, and answer questions.

The Workmen's Breach of Contract Act, 1859 was a significant piece of legislation at the time. This Act only demanded fines in cases of employment breaches, but it also provided for orders for specific performance of service. The Government began to intervene in the employment of women and children, as well as the working hours of workers in factories and mines, in the 1880s. The majority of law is the product of various government investigations. However, the legislation was not fairly enforced in these industries working practices, resulting in a very limited and selective effect. For example, the Factories Act of 1881 only applied to factories with 100 or more employees using electrical power. The Factories Act of 1891 applied to factories with 50 or more employees on the premises.

Several factors mixed the industrial and political environment, including the rise of a strong nationalist movement, the rapid growth of trade unions (which led to the formation of the All India Trade Union Congress in 1920), and the emergence of Communist influence in the labour movement. At that time, the recently formed ILO (International Labour Organization) began to influence the policies in relation to workers.

The Factories Act of 1922, the Mines Act of 1922, and the Worker's Compensation Act of 1923 were all protective legislation at the time. With regards to industrial relations, this time saw the advent of a modern outlook, with the formulation of the Trade Union Act of 1926 and the Trade Dispute Act of 1929, both of which are formally still in use by present-day India. Owing to the world economic depression, there was a surge in unemployment. During this period, there was continuous agitation for Indian independence, in which the All India Trade Union Congress played a key role. A wave of strikes accompanied the mass dismissal, which coincided with the economic recession. In 1929, the British Government established the Royal Commission on Labour in India. The Indian Labour Movement opposed the commission unrest in the workspace, wage reductions, and employment losses persisted.

The Industrial Employment (Standing Orders) Act of 1946 required employers to provide employees with transparent terms and conditions of employment as required by the Act's Schedule and the concerned authorities. The Factories Act of 1948 and the Minimum Wage Act of 1948 were also important statutes during this period. Most of these laws has a system similar to the Industrial Disputes Act of 1947, which limited their application to specific types of industry establishments.

Which of the following is NOT a correct statement?

- (A) The Factories Act of 1881 applied to factories with 100 or more employees using electrical power.
- (B) The Factories Act of 1891 applied to factories with 150 or more employees on the premises.
- (C) The Factories Act of 1922, the Mines Act of 1922, and the Workmen's compensation Act of 1923 were all protective legislation at the time.

(D) The Workmen's Breach of Contract Act, 1859 provided for orders for specific performance of service.

92.) Read the following passage carefully, and answer questions.

The Workmen's Breach of Contract Act, 1859 was a significant piece of legislation at the time. This Act only demanded fines in cases of employment breaches, but it also provided for orders for specific performance of service. The Government began to intervene in the employment of women and children, as well as the working hours of workers in factories and mines, in the 1880s. The majority of law is the product of various government investigations. However, the legislation was not fairly enforced in these industries working practices, resulting in a very limited and selective effect. For example, the Factories Act of 1881 only applied to factories with 100 or more employees using electrical power. The Factories Act of 1891 applied to factories with 50 or more employees on the premises.

Several factors mixed the industrial and political environment, including the rise of a strong nationalist movement, the rapid growth of trade unions (which led to the formation of the All India Trade Union Congress in 1920), and the emergence of Communist influence in the labour movement. At that time, the recently formed ILO (International Labour Organization) began to influence the policies in relation to workers.

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Which of the following is NOT associated with Labour Welfare and Industrial Relations?

- (A) The industrial Employment (Standing Orders) Act, 1926
- (B) The Competition Act, 2002
- (C) The Minimum Wages Act, 1947
- (D) The Industrial Dispute Act, 1948

93.) Read the following passage carefully, and answer questions.

The Workmen's Breach of Contract Act, 1859 was a significant piece of legislation at the time. This Act only demanded fines in cases of employment breaches, but it also provided for orders for specific performance of service. The Government began to intervene in the employment of women and children, as well as the working hours of workers in factories and mines, in the 1880s. The majority of law is the product of various government investigations. However, the legislation was not fairly enforced in these industries working practices, resulting in a very limited and selective effect. For example, the Factories Act of 1881 only applied to factories with 100 or more employees using electrical power. The Factories Act of 1891 applied to factories with 50 or more employees on the premises.

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Who played an important role in agitation against British for Indian Independence?

- (A) Bharatiya Mazdoor Sangh
- (B) All India Trade Union Congress
- (C) Trade Union Coordination Centre
- (D) All India Central Council of Trade union.

94.) Read the following passage carefully, and answer questions.

The Workmen's Breach of Contract Act, 1859 was a significant piece of legislation at the time. This Act only demanded fines in cases of employment breaches, but it also provided for orders for specific performance of service. The Government began to intervene in the employment of women and children, as well as the working hours of workers in factories and mines, in the 1880s. The majority of law is the product of various government investigations. However, the legislation was not fairly enforced in these industries working practices, resulting in a very limited and selective effect. For example, the Factories Act of 1881 only applied to factories with 100 or more employees using electrical power. The Factories Act of 1891 applied to factories with 50 or more employees on the premises.

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Royal Labour Commission was:

- (A) set up by the British in UK
- (B) set up by British in India
- (C) set up by the British in Burma
- (D) set up by the Interim Government in Bengal

95.) Read the following passage carefully, and answer questions

The Workmen's Breach of Contract Act, 1859 was a significant piece of legislation at the time. This Act only demanded fines in cases of employment breaches, but it also provided for orders for specific performance of service. The Government began to intervene in the employment of women and children, as well as the working hours of workers in factories and mines, in the 1880s. The majority

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Given below are two statements: One is labelled as Assertion 'A' and other is labelled as Reason 'R':
Assertion 'A': ILO began influence the policies in relation to workers.

Reasons 'R': Several factors mixed the industrial and political environment, including the rise of a strong nationalist movement, the rapid growth of trade unions (which led to the formation of the All India Trade Union Congress in 1920), and the emergence of Communist influence in the labour movement.

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

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

Findings of a survey on stress during COVID times conducted by a global professional network in India during 3rd quarter of 2021, narrated here below:

India's overall workforce confidence remained steady with a composite score of +55 from July 31 to September 24, 2021, despite drastic transformations in the world of work. But keeping up with these times of change for the last 18 months has adversely affected the mental health of working professionals in the country. When asked to share their primary reasons for work stress, employed professionals cited 'balancing work with personal needs' (34%), 'not making enough money' (32%), and 'slow career advancement' (25%) as the top three stressors at work today. Amid such stressful times, 1 in 3 professionals are also seen drawing optimism from the availability of jobs (36%) and improved control over expenses (30%) in today's recovering, yet competitive jobs marketplace. As workforce priorities continue to change in these transformative times, findings go on to indicate that flexibility and work-life balance will serve as critical talent drivers across the Indian professional landscape for years to come. While greater flexibility remains a mutual need across generations, younger professionals found it easier to take a break than their older cohorts. Findings reveal that millennials were 2x more likely to take time-offs, while Gen Z professionals were 1.5x more likely to take breaks during the day, when compared to Baby Boomers. Interestingly, boomers were 1.5x more likely to be open with their colleagues about mental health and stress when compared to millennials as well as Gen Z professionals.

There's a wide gap between what employees need and what employees need and what employers are offering to cope with stress. While nearly half of (47%) employed professionals wish to end work at reasonable hours, only about one-thirds (36%) were actually able to do so. Also, while 41% planned for time-off, only 30% could take time-off in the past two months. "These alarming statistics reflect the urgency for companies to understand how creating a culture that encourages work-life balance and prioritizes wellbeing is critical moving forward" stated by the Head of the survey company.

We can conclude that:

- (A) Gen Z employees are careless
- (B) Millennials are careful about Baby Boomers
- (C) Baby Boomers are more open to discuss their stress issues with others
- (D) Baby Boomers are less careful about Gen Z.

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

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landscape for years to come. While greater flexibility remains a mutual need across generations, younger professionals found it easier to take a break than their older cohorts. Findings reveal that millennials were 2x more likely to take time-offs, while Gen Z professionals were 1.5x more likely to take breaks during the day, when compared to Baby Boomers. Interestingly, boomers were 1.5x more likely to be open with their colleagues about mental health and stress when compared to millennials as well as Gen Z professionals.

There's a wide gap between what employees need and what employees need and what employers are offering to cope with stress. While nearly half of (47%) employed professionals wish to end work at reasonable hours, only about one-thirds (36%) were actually able to do so. Also, while 41% planned for time-off, only 30% could take time-off in the past two months. "These alarming statistics reflect the urgency for companies to understand how creating a culture that encourages work-life balance and prioritizes wellbeing is critical moving forward" stated by the Head of the survey company.

Which of the following is not a correct statement?

- (A) Gen Z professionals were 1.5x more likely to take breaks during the day.
- (B) Millennials were 2x more likely to take time-offs.
- (C) Baby boomers were 1.5x more likely to open with their colleagues about mental health and stress when compared to millennials as well as Gen Z professionals.
- (D) Baby Boomers were 2.5x more likely to take time-offs.

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

Findings of a survey on stress during COVID times conducted by a global professional network in India during 3rd quarter of 2021, narrated here below:

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There's a wide gap between what employees need and what employees need and what employers are offering to cope with stress. While nearly half of (47%) employed professionals wish to end work at

reasonable hours, only about one-thirds (36%) were actually able to do so. Also, while 41% planned for time-off, only 30% could take time-off in the past two months. “These alarming statistics reflect the urgency for companies to understand how creating a culture that encourages work-life balance and prioritizes wellbeing is critical moving forward” stated by the Head of the survey company.

Which of the following is a more suitable statement about the passage?

- (A) The survey is fool-proof and can be used for generalization
- (B) The state of mental health of Indian employees is at alarming stage.
- (C) There’s a wide gap between what employees need and what employers are offering to cope with stress.
- (D) The survey is mainly focused on Baby Boomers.

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

Findings of a survey on stress during COVID times conducted by a global professional network in India during 3rd quarter of 2021, narrated here below:

India’s overall workforce confidence remained steady with a composite score of +55 from July 31 to September 24, 2021, despite drastic transformations in the world of work. But keeping up with these times of change for the last 18 months has adversely affected the mental health of working professionals in the country. When asked to share their primary reasons for work stress, employed professionals cited ‘balancing work with personal needs’ (34%), ‘not making enough money’ (32%), and ‘slow career advancement’ (25%) as the top three stressors at work today. Amid such stressful times, 1 in 3 professionals are also seen drawing optimism from the availability of jobs (36%) and improved control over expenses (30%) in today’s recovering, yet competitive jobs marketplace. As workforce priorities continue to change in these transformative times, findings go on to indicate that flexibility and work-life balance will serve as critical talent drivers across the Indian professional landscape for years to come. While greater flexibility remains a mutual need across generations, younger professionals found it easier to take a break than their older cohorts. Findings reveal that millennials were 2x more likely to take time-offs, while Gen Z professionals were 1.5x more likely to take breaks during the day, when compared to Baby Boomers. Interestingly, boomers were 1.5x more likely to be open with their colleagues about mental health and stress when compared to millennials as well as Gen Z professionals.

There’s a wide gap between what employees need and what employees need and what employers are offering to cope with stress. While nearly half of (47%) employed professionals wish to end work at reasonable hours, only about one-thirds (36%) were actually able to do so. Also, while 41% planned for time-off, only 30% could take time-off in the past two months. “These alarming statistics reflect the urgency for companies to understand how creating a culture that encourages work-life balance and prioritizes wellbeing is critical moving forward” stated by the Head of the survey company.

Consider the following statements.

Statement I: There’s a gap between what employees need and what employers are offering to cope with stress.

Statement II: Nearly 3/4th (74%) of employed professionals wish to end work at reasonable hours.

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

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India's overall workforce confidence remained steady with a composite score of +55 from July 31 to September 24, 2021, despite drastic transformations in the world of work. But keeping up with these times of change for the last 18 months has adversely affected the mental health of working professionals in the country. When asked to share their primary reasons for work stress, employed professionals cited 'balancing work with personal needs' (34%), 'not making enough money' (32%), and 'slow career advancement' (25%) as the top three stressors at work today. Amid such stressful times, 1 in 3 professionals are also seen drawing optimism from the availability of jobs (36%) and improved control over expenses (30%) in today's recovering, yet competitive jobs marketplace. As workforce priorities continue to change in these transformative times, findings go on to indicate that flexibility and work-life balance will serve as critical talent drivers across the Indian professional landscape for years to come. While greater flexibility remains a mutual need across generations, younger professionals found it easier to take a break than their older cohorts. Findings reveal that millennials were 2x more likely to take time-offs, while Gen Z professionals were 1.5x more likely to take breaks during the day, when compared to Baby Boomers. Interestingly, boomers were 1.5x more likely to be open with their colleagues about mental health and stress when compared to millennials as well as Gen Z professionals.

There's a wide gap between what employees need and what employees need and what employers are offering to cope with stress. While nearly half of (47%) employed professionals wish to end work at reasonable hours, only about one-thirds (36%) were actually able to do so. Also, while 41% planned for time-off, only 30% could take time-off in the past two months. "These alarming statistics reflect the urgency for companies to understand how creating a culture that encourages work-life balance and prioritizes wellbeing is critical moving forward" stated by the Head of the survey company.

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

Assertion 'A': Flexibility and work-life balance will serve as critical talent drivers across the Indian professional landscape for years to come.

Reasoning 'R': Workforce priorities continue to change in these transformative times.

- (A) A and R both are correct but R is not the right explanation of A
- (B) A and R both are correct and R is the right explanation of A
- (C) A and R both are incorrect
- (D) A is correct but R is not correct