

UGC NET Code 55 HRM & LW 21st June 2023

1.) Who wrote the book, 'The Concept of the Corporation'?

- (A) Mary Parker Follet
- (B) C. I. Barnard
- (C) Luther Gullick
- (D) Peter F Drucker

2.) Arrange the following steps of organisational change in ascending order:

- A. Initiation and motivation
- B. Deliberation
- C. Stabilisation
- D. Action proposal and implementation
- E. Information collection and diagnosis

Choose the correct answer from the options given below

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

3.) Recruitment Cycle Time refers to which one of the following?

- (A) Time taken from one recruitment drive to the next one.
- (B) Time taken from the beginning to the end of the recruitment process.
- (C) Time taken from the beginning of recruitment to the end of the selection process.
- (D) Time taken from the notification of vacancy to the placement of employee.

4.) Match List I with List II

List I Trade Unions/Association

- A. Madras Workers Union
- B. Textile Labour Association of Ahmedabad
- C. The Indian Federation of Labour
- D. Self Employed Women's Association

List II (Founder/President)

- I. Jamnadas Mehta
- II. Mahatma Gandhi
- III. B. P. Wadia
- IV. Elaben Bhatt

Choose the correct answer from the options given below:

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

5.) Match List I with List II

List I HRD Framework

- A. Integrated HRD Systems Approach
- B. Strategic Framework Approach
- C. Human Capital Appraisal Approach

D. HRD Scorecard Approach

List II Formulator

I. T.V. Rao

II. Friedman

III. Ulrich and Lake

IV. Udai Pareek and T.V. Rao

Choose the correct answer from the options given below:

(A) A – II, B - IV, C - I, D - III

(B) A - III, B - II, C – IV, D - I

(C) A – IV, B - III, C- II, D - I

(D) A – I, B – II, C – III, D – IV

6.) Which one of the following theories suggests that stress is created when beliefs are unbalanced and thus creates pressure to change attitude?

(A) Cognitive Consistency Theory

(B) Cognitive Dissonance Theory

(C) Balance Theory

(D) Comprehensive Theory

7.) Which of the following is not a component of attitude?

(A) Emotions

(B) Politics

(C) Information

(D) Behaviour

8.) When employers asked employees to sign a type of loyalty oath stated “the employee would neither join nor participate in the activities of a union" is known as which one of the following?

(A) The Conspiracy Doctrine

(B) The Yellow Dog Contract

(C) Unfair Labour Practices

(D) Collective Bargaining Agreement

9.) In which one of the following methods of job evaluation, a number of compensable factors are identified and then the degree of presence of those factors in the job is determined?

(A) Ranking method

(B) Job classification method

(C) Point method

(D) Linear rating method

10.) Under which of the following styles a manager, due to need for safety, is likely to adapt to a situation by keeping feelings of dissatisfaction private?

(A) Withdrawn

(B) Sulking

(C) Cynical

(D) Overindulgent

11.) Which two trade Unions/Associations merged and established the Hind Mazdoor Sabha?

- A. Hind Mazdoor Panchayat
- B. The Indian Federation of Labour
- C. The Ahmedabad Textile Workers Association
- D. Hind Mazdoor Sevak Sangh

Choose the correct answer from the options given below:

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

12.) Who is the propounded of the 'Group Exchange Theory'?

- (A) John Thibaut and Harold Kelly
- (B) Keith Davis
- (C) William G. Scott
- (D) George Terry

13.) Which theory says that people are motivated if they believe in the worth of the goal and outcome of the effort?

- (A) Equity Theory
- (B) Expectancy Theory
- (C) Reinforcement Theory
- (D) ERG Theory

14.) Match List I with List II

List I Article of Indian Constitution

- A. Art 38(1)
- B. Art 39
- C. Art 42
- D. Art 43A

List II Coverage

- I. Adequate means of livelihood and equal pay for equal work
- II. Securing participation of workers in management of undertaking
- III. State to promote welfare of people by securing to protect justice in all institutions of national life
- IV. Securing just and human conditions of work and maternity relief.

Choose the correct answer from the options given below:

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

15.) Demand for labour should be seen as which one of the following?

- (A) Schedule of alternatives available at all points of time.
- (B) Schedule of alternatives available at a given point of time.
- (C) Relation between wage rate and productivity.
- (D) Relation between wage rate and quantity.

16.) Which of the following are not determinants of demand for labour?

- A. Product demand
- B. Non-wage income
- C. Productivity
- D. Number of firms
- E. Non-wage aspects of the job

Choose the correct answer from the options given below:

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

17.) Arrange the steps of a MBO program in the correct sequence.

- A. Determine action plans
- B. Performance. Periodic review and feedback
- C. Allocate major objectives among departments
- D. Collaboratively setting objectives for department members
- E. Formulate overall organizational objectives

Choose the correct answer from the options given below

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

18.) The demand for labour in the economy. As a whole. Can only be understood by application of aggregative analysis developed by whom?

- (A) John Stuart Mill
- (B) John Bates Clark
- (C) John Maynard Keynes
- (D) Allan M. Carter

19.) Which of the following is not an approach to International Human Resource Management?

- (A) Polycentric Approach
- (B) Geocentric Approach
- (C) Ethnocentric Approach
- (D) Checklist Approach

20.) Arrange the steps of cross-cultural training in ascending order:

- A. Linking training with practice
- B. Evaluating the programme
- C. Analysing employees' culture and assignment
- D. Deciding cross-cultural goals
- E. Designing and delivering cross-culture training

Choose the correct answer from the options given below

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

- 21.) Which of the following are correct about protected workmen in an establishment?
- A. Must be a member of the executive or another office-bearer of a registered trade union.
 - B. One percent of the total number of workmen employed in the establishment.
 - C. Minimum number of protected workmen can be 10.
 - D. Maximum number of protected work-men can be 100.

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) B, C and D only

- 22.) Which one of the following is NOT the aim of social security measures?

- (A) Compensation
- (B) Restoration
- (C) Retaliation
- (D) Prevention

- 23.) Which chapter's oldie Constitution of India contain provisions for protecting and safeguarding the interests of labour as human beings?

- A. Chapter - I
- B. Chapter - II
- C. Chapter - III
- D. Chapter - IV

Choose the correct answer from the options given below:

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

- 24.) Which one of the following is the key feature in the Keynesian explanation of unemployment equilibrium?

- A. Free Wage
- B. Rigid Wage
- C. Dynamic Wage
- D. Flexible Wage

Choose the correct answer from the options given below:

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

- 25.) The Building and Other Construction Workers (Regulation of Employment and Conditions of Sell-ice) Act, 1996. Provides for which of the following committees?

- A. Central Advisory Committee
- B. State Advisory Committee
- C. Works Committee
- D. Expert Committees

Choose the correct answer from the options given below:

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

26.) Who among the following said, "Of all the tasks of management. Managing human components is the central and most important task because all else depends on how well it is done"?

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

27.) What are the characteristics of an 'Ethical Charismatic Leader'?

- A. Uses power to serve others
- B. Considers and learns from criticism
- C. Promotes own personal vision
- D. Open two-way communication

Choose the correct answer from the options given below:

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

28.) Which One of the following is NOT a theory of Labour Welfare?

- (A) The Police Theory
- (B) The Philanthropic Theory
- (C) The Public Relations Theory
- (D) The Self-help principle

29.) Match List I with List II

List I Act

- A. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act
- B. The Mines Act
- C. The Contract Labour (Regulation and Abolition) Act
- D. The Child Labour (Prohibition and Regulation) Act

List II Year

- I. 1952
- II. 1970
- III. 1986
- IV. 1996

Choose the correct answer from the options given below:

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

30.) Which of the following is not the part of 'Best Practices' for Human Resource Development?

- (A) Internal Training
- (B) Open platform for discussion
- (C) Recognition to the performing employees
- (D) Strict adherence to profit motive

31.) As per Section 5 (2) of the Industrial Disputes Act, 1947, the appropriate government is empowered to constitute a Board of Conciliation. What can be the maximum number of members in the Board of Conciliation including Chairman?

- (A) 3 only
- (B) 5 only
- (C) 7 only
- (D) 6 only

32.) Which of the following is known as being psychologically involved, connected and committed to accomplish task-related goals?

- (A) Employee engagement
- (B) Employee commitment
- (C) Job involvement
- (D) Job enlargement

33.) Labour markets are inherently dynamic. Because information flows are imperfect. And it takes time for unemployed workers and employers with job vacancies to find each other. In such a situation, the unemployment that occurs is called:

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

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

Assertion A: It is believed that conciliation is a better and amicable machinery than adjudication for settlement of industrial disputes. Reason R: It is so because adjudication is expensive and there is every possibility that it will disturb the industrial peace in the industry. In 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

35.) Which of the following are decision making errors?

- A. Hindsight
- B. Anchoring Effect
- C. Linear thinking style
- D. Selective Perception

Choose the correct answer from the options given below:

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

(D) A, B and D only

36.) Which of the following is an institutional cause of Industrial Disputes?

- (A) Hours of work
- (B) Job security
- (C) Union Security
- (D) Clash of personalities

37.) What is described as National Labour Market?

- (A) When buyers and sellers are searching throughout the nation for each other.
- (B) When buyers and sellers are searching locally for each other.
- (C) When buyers only are searching internationally.
- (D) When sellers only are searching internationally.

38.) What are the characteristics of transactional leadership?

- A. Contingent reward
- B. Management by exception
- C. Charisma
- D. Laissez faire

Choose the correct answer from the options given below

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

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

Assertion a Human Resource Accounting (HRA) is a system for identifying and measuring employee data and transmitting this information to stakeholders.

Reason R: Ina Service Company, the number of employees is gaining value as the income is based on the pay per employee per hour. And the profit is linked to the value added by the employees.

In light of the above statements. Choose the correct answer from the options given below

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

40.) Different aspects of health and safety have been included in boils the Union and the Concurrent list in the Constitution of India. Which of the following is NOT included in the Concurrent list?

- (A) Conditions of work
- (B) Health and Safety in mines
- (C) Provident Fund
- (D) Maternity

41.) Within how many days. The grievance redressal committee may complete its proceedings on receipt of a written application?

- (A) Twenty Days
- (B) Twenty-Five Days

- (C) Thirty Days
- (D) Forty-Five Days

42.) Amount credited to provident fund of any employees account

- (A) Can be attached by decree or order of court in respect of any debt or liability
- (B) Cannot be claimed by any liquidator or receiver against any claim
- (C) Cannot be changed or assigned in favour of any person
- (D) Both 2 and 3

43.) Given below are two statements

Statement I: Performance Appraisal is comparing employee's achievements against the performance goals.

Statement II: For effective performance appraisal. Goals should be SMART. That is, specific, measurable. Attainable. Reliable. And traceable.

In light of the above statements, choose the most appropriate 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

44.) Match List I with List II

List I Trade Unions / Associations

- A. Indian Trade Union Federation
- B. The Red Trade Union Congress
- C. Indian National Trade Union Congress
- D. All India Trade Union Congress

List II Founder President

- I. V. V. Giri
- II. S.V. Deshpande
- III. Lala Lajpat Rai
- IV. Suresh Chandra Banerjee

Choose the correct answer from the options given below:

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

45.) In which year. The National Trade Union Federation (NTUF). Dissolved itself and reunited with All India Trade Union Congress?

- (A) 1936
- (B) 1938
- (C) 1939
- (D) 1940

46.) Pre-departure training, is provided in which of the areas'?

- A. Language
- B. Culture
- C. Involvement in personal and family lives of colleagues

D. Preliminary aspects of the job

Choose the correct answer from the options given below:

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

47.) Arrange the following steps of determination and payment of bonus amount in an accounting year in ascending order. As given under the Payment of Bonus Act, 1965

- A. Determination of available surplus
- B. Set-on and set off of allocable surplus
- C. Computation of gross profit
- D. Allocable surplus
- E. Payment of bonus

Choose the correct answer from the options given below

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

48.) Which of the following are the welfare provisions wider the Factories Act, 1948?

- A. First Aid facilities
- B. Canteen
- C. Weekly holiday
- D. Facilities for storing and drying clothing

Choose the correct answer born the options given below

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

49.) In which of the following methods of selection. Candidates are asked to perform realistic tasks in hypothetical situations and are scored on their performance?

- A. Management Assessment Method
- B. Realistic Job Preview
- C. Situational Judgement Test

Choose the correct answer from the options given below:

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

50.) Which of the following are not included in the four dimensions given by Hofstede's model of culture?

- A. Power Distance
- B. Uncertainty of Avoidance
- C. Masculinity
- D. Participation

Choose the correct answer from the options given below:

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

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

Assertion A: Despite recession and job losses, trends in workforce demographics are making hiring of good employees snore of a challenge around the world.

Reason R: Acute skill shortage has been identified as the main hurdle in achieving the demographic dividend from a young growing population.

In 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 coffee
- (D) A is not correct but R is correct

52.) Who registers the establishment under the Contract Labour (Regulation and Abolition) Act, 1970 and provides the Certificate of Registration?

- (A) Registering Officer
- (B) Registering Counsellor
- (C) Compliance Officer
- (D) Inspecting Officer

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

Assertion A: The process approach views management as a social process. Comprising of a series of actions leading to accomplishment of objectives.

Reason R: As a social process, its concern is to get work done through people who are social and whose relationships matter in getting the work done.

In light of the above statements. Choose the correct 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

54.) Under the Equal Remuneration Act, 1976, an employer's duties are:

- A. To pay equal remuneration to men and women workers for the same work or work of a similar nature.
- B. Not to discriminate against women workmen while making recruitment for the same work or work of a similar nature.
- C. To maintain registers and documents relating to workers employed by him in the prescribed manner.
- D. Not to discriminate against women workmen while considering promotions, training or transfer, except where the employment of women is prohibited or restricted by any law

Choose the correct answer from the options given below:

- (A) A, B and D only

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

55.) The Committee of Experts on Welfare Facilities for Industrial Workers constituted by I.L.O divided the Welfare Services in two groups. When was this committee constituted?

- (A) In the year, 1957
- (B) In the year, 1963
- (C) In the year, 1965
- (D) In the year, 1967

56.) Who introduced the idea that managers have to examine the environment and then adjust the organisation to maintain a state of equilibrium?

- (A) Chester Barnard
- (B) Peter F Drucker
- (C) Herbert A. Simon
- (D) Douglas McGregor

57.) Under which one of the following approaches MNCs determine uniform pay scales for jobs for all categories of employees?

- (A) Cluster Approach
- (B) Buffet Approach
- (C) Lump sum Approach
- (D) Global Approach

58.) Gratuity is payable to employee on his/her:

- A. Superannuation
- B. Retirement
- C. Resignation
- D. Death and Disablement

Choose the correct answer from the options given below:

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

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

Assertion A: The modern affluent person is often pictured as a status seeker.

Reason R: Along with security, the status or prestige motive is especially relevant to a dynamic society.

In 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

60.) Mr A joined a company - to which Payment of Gratuity Act, 1972 was applicable - on 20/11/1997 and superannuated on 30/05/2002. Determine the gratuity. if his last salary drawn was Rupees 9000/- per month.

- (A) Rs. 22,500
- (B) Rs. 20,250
- (C) Rs. 18,000
- (D) No gratuity is payable

61.) The Plantations Labour Act, 1951 lays down certain health measures to be adopted by the employer of a Plantation. The measures include:

- A. Drinking Water
- B. Overcrowding
- C. Conservancy
- D. Lighting
- E. Medical Facilities

Choose the correct answer from the options given below:

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

62.) Match List I with List II

List I

- A. Herzberg Theory
- B. Equity Theory
- C. Reinforcement Theory
- D. McClelland's Theory

List II

- I. Dissatisfies and Satisfiers
- II. Motivation by praise
- III. Fairness of reward structure

Need for power, affiliation and achievement.

Choose the correct answer from the options given below:

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

63.) PQR Construction Company is a commercial establishment receiving the products in bulk. Unpacking such bulk products. Packing them according to the customers' requirements and dispatching such products to customers. Such an act is considered as which of the following within the scope of the Factories Act. 1948?

- (A) Manufacturing process
- (B) Service work
- (C) Transmission machinery
- (D) Occupier

64.) Which of the following statements are correct about Benchmark?

- A. It is the best practice among competitors or non-competitors that leads to superior performance.
- B. Its goal is to identify the standards of excellence against which an organization can measure and compare its performance.
- C. Best practices are found both inside and outside the organization.

Choose the most appropriate answer from the options given below:

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

65.) Who recommended to set up Joint Consultative Machinery and Compulsory Arbitration in Government Departments to facilitate communication and co-operation between the Government and its employees?

- (A) Planning Commission of India
- (B) Second Pay Commission
- (C) First National Commission on Labour
- (D) The Royal Commission on Labour

66.) National Commission on Labour has observed that industrial health should comprise measures for:

- A. Protecting the workers against any health hazards which may arise out of their work or the conditions in which it is carried on.
- B. Safety officers should be appointed in all factories employing 1000 or more workers.
- C. Contributing towards the worker's physical and mental adjustment in particular by the adaptation of workers to the jobs for which they are suited.
- D. The factory inspectorate should advise and assist employers in drawing up induction and training programmes in safety.
- E. Contributing to the establishment and maintenance of the highest possible degree of mental and physical well-being of the workers.

Choose the correct answer from the options given below:

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

67.) What type of unemployment is induced by fluctuations in the demand for labour?

- A. Seasonal Unemployment
- B. Frictional Unemployment
- C. Cyclic Unemployment
- D. Demand-deficient Unemployment
- E. Disguised Unemployment

Choose the correct answer from the options given below:

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

68.) As per the Factories Act, 1948, which of the following are compulsory before making a young person work on a dangerous machine?

A. He should be fully informed about the dangers of working on that machine.

B. He should possess a diploma in technical operations.

C. He should have received the required training to work on the machine.

D. He should be under adequate supervision of a person who has complete knowledge and good experience of working on that machine.

Choose the correct answer from the options given below:

(A) B and C only

(B) A, C and D only

(C) B, C and D only

(D) A, B and C only

69.) Match List I with List II

List I

A. The Minimum Wages Act, 1948

B. The Payment of Bonus Act, 1965

C. The Payment of Gratuity Act, 1972

D. The Equal Remuneration Act, 1976

List II

I. Continuous Service

II. Allocable Surplus

III. Advisory Committee

IV. Advisory Boards

Choose the correct answer from the options given below:

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

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

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

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

70.) Match List I with List II

List I Wage Theories

A. Subsistence Theory

B. Wage Fund Theory

C. The Surplus Value Theory

D. Residual Claimant Theory

List II Profounders

I. Adam Smith

II. Francis A. Walker

III. David Ricardo

IV. Karl Marx

Choose the correct answer from the options given below:

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

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

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

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

71.) Match List I with List II

List I

- A. Frank Gilbert
- B. Hugo Munsterberg
- C. Roethlisberger
- D. Chester Barnard

List II

- I. Industrial Psychology
- II. Social relationships of work groups
- III. Time and motion studies
- IV. Functions of the executive

Choose the correct answer from the options given below:

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

72.) Arrange the following health provisions of the Factories Act, 1948, in ascending order of sections.

- A. Drinking Water
- B. Overcrowding
- C. Cleanliness
- D. Spittoons
- E. Dust and fumes

Choose the correct answer from the options given below

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

73.) Which one of the following methods of performance appraisal involves keeping a record of uncommonly good or bad examples of employee's work related behaviour?

- (A) Graphic Rating Scale
- (B) Forced Distribution Method
- (C) Alternation Ranking Method
- (D) Critical Incident Method

74.) Match List I with List II

List I

- A. Conscientiousness
- B. Emotional stability
- C. Agreeableness
- D. Extraversion

List II

- I. Cahn and secure
- II. Sociable and assertive
- III. Cooperative and caring
- IV. Dependable and responsible

Choose the correct answer from the options given below:

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

75.) Which three out of the following four sub-processes of collective bargaining were advocated by Walton and McKensie?

- A. Distributive Bargaining
- B. Integrative Bargaining
- C. Intra-organisational Bargaining
- D. Concession Bargaining

Choose the correct answer from the options given below:

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

76.) Which of the following were included as unfair labour practises in the amendment of the Industrial Disputes Act in 1982?

- A. Refusal by the employer to bargain collectively in good faith with recognized 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 a collective agreement.

Choose the correct answer from the options given below:

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

77.) Which of the following statements are correct as per the Laissez faire approach to career development?

- A. Employees take primary responsibility for their own career.
- B. Employer also gives extensive support in the form of information and advice.
- C. Career is actively planned by the organisation.
- D. Both organisation and individual have equal responsibility for career of employees.

Choose the correct answer from the options given below:

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

78.) Which of the following Trade Union theorists are associated with the British School?

- A. Harold J. Laski
- B. Selig Perlman
- C. G.D.H. Cole
- D. Robert F. Hoxie

Choose the correct answer from the options given below:

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

79.) Labour Legislation in India has a history of over how many years?

- (A) 300 years
- (B) 125 years
- (C) 50 years
- (D) 25 years

80.) The Child Labour (Prohibition and Regulation) Act. 1986 contains how many parts?

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

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

- A. The Going Rate Approach
- B. The Qualitative Approach
- C. Combination Approach
- D. Balance Sheet Approach

Choose the correct answer from the options given below:

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

82.) In the process of determining the bonus. After determining the gross profit. The next step is to determine which one of the following?

- (A) The allocable surplus
- (B) The available surplus
- (C) The customary bonus
- (D) Set on or Set off as applicable

83.) The book. 'Time World of Labour' was authored by whom?

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

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

Assertion A: Under the Payment of Bonus Act. 1965. if there is no dispute about payment of bonus. Bonus is to be paid within a period of 6 (six) months from the close of the accounting year.

Reason R: A contract or agreement made to pay the employee less than the minimum rates of wage fixed under the Minimum Wages Act. 1948. is null and void in the eye of law.

In light of the above statements. Choose the correct 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

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

Assertion A: Labour Welfare plays a positive role in increasing productivity and reducing industrial tensions.

Reason R: The issue of Labour Welfare gained prominence and the Government of India enacted a number of legislations in this direction.

In light of the above statements. Choose the correct 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.) How many independent persons are to be appointed to the Central Advisory Board under the Minimum Wages Act. 1948?

- (A) Maximum 1/3rd of the total number of members
- (B) Minimum 1/3rd of the total number of members
- (C) Maximum 1/2 of the total numbers of members
- (D) Minimum 70% of the total number of members

87.) Given below are the main schemes of worker's participation in management experimented in the county. Arrange the sequence of their years of establishment from earlier to later.

- A. Board-Level Participation
- B. Joint Management Council
- C. Unit Councils and Joint Councils in Commercial and Service Organisation in the Public Sector
- D. Shop Councils and Joint Councils under old 20-point programmes
- E. Scheme of Employee's participation in Public Sector Undertakings.

Choose the correct answer from the options given below

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

88.) Match List I with List II

List I

- A. Action Learning
- B. Case Study
- C. Management Game
- D. Role Playing

List II

- I. Written description of organisational problems
- II. Working, analysing and solving problems M other departments

III. Acting out parts in a realistic management situation

IV. Competing and making decisions regarding realistic but simulated situation

Choose the correct answer from the options given below:

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

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

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

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

89.) Who first used the term 'Stress' to describe the human body's biological response mechanism?

(A) Hans Selye

(B) Hemy L. Toss

(C) John). R. Rizzo

(D) Stephen J. Carroll

90.) Under which section of the Industrial Disputes Act. 1947. The appropriate Government is empowered to constitute Industrial Tribunals?

(A) Section 5

(B) Section 7

(C) Section 7 A

(D) Section 7 B

91.) Read the passage carefully and answer the five questions that follow:

After independence, many labour laws have been enacted by the government of India. Besides, the government also adopted various labour policies in order to improve wages and working conditions of workers in the organized and unorganized sectors. In terms of wage policy in India. it has been observed that male and female migrant workers get lower wages than minimum wages. They do not get minimum wages stipulated under the Minimum Wages Act. 1948. Long and flexible working hours. Combined with low wages are reported in the case of most seasonally immigrant workers in India. There is no fixed time of work for migrant workers: they work more than 12 hours a day instead of 8 hours a day.

Sugarcane cutters. Transporters and brick kiln workers work for 12 or more hours per day. So far as the wage rates of women workers are concerned. it has been observed that migrant women workers are paid lower wages than male workers in certain operations. Therefore. it should be noted that 'the principle of equal pay for equal work' is not also strictly adhered to the fixation of wage rates for contract basis male and female seasonal migrant workers as per the Equal Remuneration Act of 1976. Most of the migrant workers are illiterate. Ignorant and belong to scheduled castes. Scheduled tribes and other socially, economically. Weaker sections of the society. They belong to disadvantaged groups of the society. Handicapped people. Who cannot earn a decent living as other normal people? It has been observed that migrant workers are not aware of their rights or labour rights. Like right to equality. Right to work. Right to secure work. A living wage and a decent standard of life, security scheme. Health, right to form associations. Right to freedom. Cultural and educational rights. Etc.

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Social security system (SSS) provides nine types of benefits as defined in the social security (minimum standards) convention, 1952(B) namely. Medical care. Sickness and maternity. Sickness and maternity benefits. Family benefits.

Unemployment benefits, employment injury. Invalidity and survivor's benefits. Old age benefits. Therefore. Social security is the very foundation of a decent society; it is the primary source legitimacy.

Given below are two statements

Statement I. Migrant workers do not get minimum wages stipulated under the Minimum Wages Act. 1948(A)

Statement II: Migrant workers. In a way. Have the freedom to work for longer hours as per their wishes and desires.

In light of the above statements. Choose the most appropriate 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

92.) Read the passage carefully and answer the five questions that follow:

After independence, many labour laws have been enacted by the government of India. Besides, the government also adopted various labour policies in order to improve wages and working conditions of workers in the organized and unorganized sectors. In terms of wage policy in India. it has been observed that male and female migrant workers get lower wages than minimum wages. They do not get minimum wages stipulated under the Minimum Wages Act. 1948. Long and flexible working hours. Combined with low wages are reported in the case of most seasonally immigrant workers in India. There is no fixed time of work for migrant workers: they work more than 12 hours a day instead of 8 hours a day.

Sugarcane cutters. Transporters and brick kiln workers work for 12 or more hours per day. So far as the wage rates of women workers are concerned. it has been observed that migrant women workers are paid lower wages than male workers in certain operations. Therefore. it should be noted that 'the principle of equal pay for equal work' is not also strictly adhered to the fixation of wage rates for contract basis male and female seasonal migrant workers as per the Equal Remuneration Act of 1976. Most of the migrant workers are illiterate. Ignorant and belong to scheduled castes. Scheduled tribes and other socially, economically. Weaker sections of the society. They belong to disadvantaged groups of the society. Handicapped people. Who cannot earn a decent living as other normal people? It has been observed that migrant workers are not aware of their rights or labour rights. Like right to equality. Right to work. Right to secure work. A living wage and a decent standard of life, security scheme. Health, right to form associations. Right to freedom. Cultural and educational rights. Etc.

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Social security system (SSS) provides nine types of benefits as defined in the social security (minimum standards) convention, 1952(B) namely. Medical care. Sickness and maternity. Sickness and maternity benefits. Family benefits. Unemployment benefits, employment injury. Invalidity and survivor's benefits. Old age benefits. Therefore. Social security is the very foundation of a decent society; it is the primary source legitimacy.

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Henceforth. Which of the following is a correct statement?

- (A) India is following complete guidelines issued by the ILO
- (B) Asian countries are cooperating with ILO
- (C) ILO is not an effective organization
- (D) None of the above can be concluded on the basis of the passage given here above

93.) Read the passage carefully and answer the five questions that follow:

After independence, many labour laws have been enacted by the government of India. Besides, the government also adopted various labour policies in order to improve wages and working conditions of workers in the organized and unorganized sectors. In terms of wage policy in India, it has been observed that male and female migrant workers get lower wages than minimum wages. They do not get minimum wages stipulated under the Minimum Wages Act, 1948. Long and flexible working hours. Combined with low wages are reported in the case of most seasonally immigrant workers in India. There is no fixed time of work for migrant workers: they work more than 12 hours a day instead of 8 hours a day.

Sugarcane cutters, Transporters and brick kiln workers work for 12 or more hours per day. So far as the wage rates of women workers are concerned, it has been observed that migrant women workers are paid lower wages than male workers in certain operations. Therefore, it should be noted that 'the principle of equal pay for equal work' is not strictly adhered to in the fixation of wage rates for contract-basis male and female seasonal migrant workers as per the Equal Remuneration Act of 1976. Most of the migrant workers are illiterate, ignorant and belong to scheduled castes, scheduled tribes and other socially, economically weaker sections of the society. They belong to disadvantaged groups of the society. Handicapped people, who cannot earn a decent living as other normal people? It has been observed that migrant workers are not aware of their rights or labour rights. Like right to equality, right to work, right to secure work, a living wage and a decent standard of life, security scheme, health, right to form associations, right to freedom, cultural and educational rights, etc.

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Social security system (SSS) provides nine types of benefits as defined in the social security (minimum standards) convention, 1952, namely, medical care, sickness and maternity benefits, family benefits, unemployment benefits, employment injury, invalidity and survivor's benefits, old age benefits. Therefore, social security is the very foundation of a decent society; it is the primary source of legitimacy.

Which among the following is not a correct statement?

- (A) It has been observed that male and female migrant workers get lower wages than minimum wages.
- (B) It should be noted that 'the principle of equal pay for equal work' is not strictly adhered to in the fixation of wage rates for contract-basis male and female seasonal migrant workers, as per the Equal Remuneration Act of 1976.
- (C) Long and flexible working hours, combined with low wages are reported in the case of most seasonally migrant workers in India.
- (D) It has been observed that migrant women workers are paid lower wages than male workers in all operations.

94.) Read the passage carefully and answer the five questions that follow:

After independence, many labour laws have been enacted by the government of India. Besides, the government also adopted various labour policies in order to improve wages and working conditions of workers in the organized and unorganized sectors. In terms of wage policy in India, it has been observed that male and female migrant workers get lower wages than minimum wages. They do not get minimum wages stipulated under the Minimum Wages Act, 1948. Long and flexible working hours. Combined with low wages are reported in the case of most seasonally immigrant workers in India. There is no fixed time of work for migrant workers: they work more than 12 hours a day instead of 8 hours a day.

Sugarcane cutters, transporters and brick kiln workers work for 12 or more hours per day. So far as the wage rates of women workers are concerned, it has been observed that migrant women workers are paid lower wages than male workers in certain operations. Therefore, it should be noted that 'the principle of equal pay for equal work' is not also strictly adhered to the fixation of wage rates for contract basis male and female seasonal migrant workers as per the Equal Remuneration Act of 1976. Most of the migrant workers are illiterate, ignorant and belong to scheduled castes, scheduled tribes and other socially, economically weaker sections of the society. They belong to disadvantaged groups of the society, handicapped people, who cannot earn a decent living as other normal people? It has been observed that migrant workers are not aware of their rights or labour rights. Like right to equality, right to work, right to secure work, a living wage and a decent standard of life, security scheme, health, right to form associations, right to freedom, cultural and educational rights, etc.

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Social security system (SSS) provides nine types of benefits as defined in the social security (minimum standards) convention, 1952 (B) namely, medical care, sickness and maternity benefits, family benefits, unemployment benefits, employment injury, invalidity and survivor's benefits, old age benefits. Therefore, social security is the very foundation of a decent society; it is the primary source of legitimacy.

Which among the following is the correct combination depicting Social Security System (SSS)?

- (A) Emotional wellbeing, medical care and maternity benefits
- (B) Old age benefit, travel benefits and colonial benefits
- (C) Invalidity of survivor's benefits, mental health assurance benefits and unemployment benefits
- (D) Medical care, sickness and maternity benefits and old age benefits

95.) Read the passage carefully and answer the five questions that follow:

After independence, many labour laws have been enacted by the government of India. Besides, the government also adopted various labour policies in order to improve wages and working conditions of workers in the organized and unorganized sectors. In terms of wage policy in India, it has been observed that male and female migrant workers get lower wages than minimum wages. They do not get minimum wages stipulated under the Minimum Wages Act, 1948. Long and flexible working hours. Combined with low wages are reported in the case of most seasonally immigrant workers in India. There is no fixed time of work for migrant workers: they work more than 12 hours a day instead of 8 hours a day.

Sugarcane cutters, transporters and brick kiln workers work for 12 or more hours per day. So far as the wage rates of women workers are concerned, it has been observed that migrant women

workers are paid lower wages than male workers in certain operations. Therefore, it should be noted that 'the principle of equal pay for equal work' is not also strictly adhered to the fixation of wage rates for contract basis male and female seasonal migrant workers as per the Equal Remuneration Act of 1976. Most of the migrant workers are illiterate, ignorant and belong to scheduled castes, scheduled tribes and other socially, economically weaker sections of the society. They belong to disadvantaged groups of the society. Handicapped people. Who cannot earn a decent living as other normal people? It has been observed that migrant workers are not aware of their rights or labour rights. Like right to equality. Right to work. Right to secure work. A living wage and a decent standard of life, security scheme. Health, right to form associations. Right to freedom. Cultural and educational rights. Etc.

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Social security system (SSS) provides nine types of benefits as defined in the social security (minimum standards) convention, 1952 (B) namely. Medical care. Sickness and maternity. Sickness and maternity benefits. Family benefits. Unemployment benefits, employment injury. Invalidity and survivor's benefits. Old age benefits. Therefore, social security is the very foundation of a decent society; it is the primary source of legitimacy.

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

Assertion A: Long and flexible working hours. Combined with low wages are reported in the case of the most seasonally migrant workers in India.

Reason R: Most of the migrant workers are illiterate, ignorant and belong to scheduled castes, scheduled tribes and other socially, economically weaker sections of the society.

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

(A) Both A and R are correct but R is NOT the correct explanation of A

(B) Both A and R are correct and R is the correct explanation of A

(C) A and R both are incorrect

(D) A is correct but R is not correct

96.) Read the passage carefully and answer the five questions that follow:

An action denotes everything that can be observed, either with bare eyes or measured by physiological sensors. Think of an action as an initiation or transition from one state to another- at a movie set. The director shouts "action" for the next scene to be filmed. Behavioural actions can take place on various time scales. Ranging from muscular activation to sweat gland activity, food consumption or sleep.

Cognitions describe thoughts and mental images you carry with you, and they can be both verbal and nonverbal. "I have to remember to buy groceries." or "I'd be curious to know what she thinks of me." can be considered verbal cognitions. In contrast, imagining how your house will look like after remodelling could be considered a nonverbal cognition. Cognitions comprise skills and knowledge - knowing how to use tools in a meaningful manner (without hurting yourself). Sing karaoke songs or being able to memorize the colour of Marty McFly's jacket in "Back to the Future"(its red).

Commonly, an emotion is any relatively brief conscious experience characterized by intense mental activity. And a feeling that is not characterized as resulting from either reasoning or

knowledge. This usually exists on a scale. From positive (pleasurable) to negative (unpleasant). Other aspects of physiology that are indicative of emotional processing - such as increased heart rate or respiration rate caused by increased arousal - are usually hidden to the eye. Similar to cognitions. Emotions cannot be observed directly. They can only be inferred indirectly by tracking facial electromyography (EMG) activity, analysing facial expressions, monitoring arousal using ECG, galvanic skin response (GSR), respiration sensors, or self-reported measures.

Actions, cognitions and emotions do not run independently of each other - their proper interaction enables you to perceive the world around you. Listen to your inner wishes and respond appropriately to people in your surroundings. However, it is hard to tell what exactly is cause and effect - firming your head (action) and seeing a familiar face might cause a sudden burst of joy (emotion) accompanied by an internal realization (cognition). Action = emotion (joy) ± cognition ("hey. There's under)

Given below are two statements

Statement I: An action is the outcome of a forceful emotion.

Statement II: An action is the final outcome of combination of emotion and cognition.

In light of the above statements. Choose the most appropriate 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

97.) Read the passage carefully and answer the five questions that follow:

An action denotes everything that can be observed, either with bare eyes or measured by physiological sensors. Think of an action as an initiation or transition from one state to another- at a movie set. The director shouts "action" for the next scene to be filmed. Behavioural actions can take place on various time scales. Ranging from muscular activation to sweat gland activity, food consumption or sleep.

Cognitions describe thoughts and mental images you carry with you, and they can be both verbal and nonverbal. "I have to remember to buy groceries." or "I'd be curious to know what she thinks of Me." can be considered verbal cognitions. In contrast. Imagining how your-house will look like after remodelling could be considered a nonverbal cognition. Cognitions comprise skills and knowledge - knowing how to use tools in a meaningful manner (without hurting yourself). Sing karaoke songs or being able to memorize the colour of Marty McFly's jacket in "Back to the Future"(its red).

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Actions, cognitions and emotions do not run independently of each other - their proper interaction enables you to perceive the world around you. Listen to your inner wishes and respond appropriately to people in your surroundings. However, it is hard to tell what exactly is cause and effect - firming your head (action) and seeing a familiar face might cause a sudden burst of joy (emotion) accompanied by an internal realization (cognition), action = emotion (joy) ± cognition ("hey. There's under)

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

Assertion A: Emotions cannot be observed directly.

Reason R: An emotion is any relatively brief conscious experience characterized by intense mental activity, and a feeling that is not characterized as resulting from either reasoning or knowledge.

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

(A) Both A and R are correct but R is NOT the correct explanation of A

(B) Both A and R are correct and R is the correct explanation of A

(C) A and R both are incorrect

(D) A is correct but R is not correct

98.) Read the passage carefully and answer the five questions that follow:

An action denotes everything that can be observed, either with bare eyes or measured by physiological sensors. Think of an action as an initiation or transition from one state to another- at a movie set. The director shouts "action" for the next scene to be filmed. Behavioural actions can take place on various time scales. Ranging from muscular activation to sweat gland activity, food consumption or sleep.

Cognitions describe thoughts and mental images you carry with you, and they can be both verbal and nonverbal. "I have to remember to buy groceries." or "I'd be curious to know what she thinks of Me." can be considered verbal cognitions. In contrast. Imagining how your-house will look like after remodelling could be considered a nonverbal cognition. Cognitions comprise skills and knowledge - knowing how to use tools in a meaningful manner (without hurting yourself). singing karaoke songs or being able to memorize the colour of Marty McFly's jacket in "Back to the Future"(it's red).

Commonly. An emotion is any relatively brief conscious experience characterized by intense mental activity. And a feeling that is not characterized as resulting from either reasoning or knowledge. This usually exists on a scale. From positive (pleasurable) to negative (unpleasant). Other aspects of physiology that are indicative of emotional processing - such as increased heart rate or respiration rate caused by increased arousal - are usually hidden to the eye. Similar to cognitions. Emotions cannot be observed directly. They can only be inferred indirectly by tracking facial electromyography (EMG) activity, analysing facial expressions, monitoring arousal using ECG, galvanic skin response (GSR), respiration sensors, or self-reported measures.

Actions, cognitions and emotions do not run independently of each other - their proper interaction enables you to perceive the world around you. Listen to your inner wishes and respond appropriately to people in your surroundings. However, it is hard to tell what exactly is cause and effect - firming your head (action) and seeing a familiar face might cause a sudden burst of joy (emotion) accompanied by an internal realization (cognition). Action = emotion (joy) ± cognition ("hey. There's under)

Which of the following is not correct in terms of "Cognition"?

- (A) It describes thoughts and mental images
- (B) These images can be both verbal and nonverbal
- (C) It does not comprise skills and knowledge
- (D) It is an intangible matter

99.) Read the passage carefully and answer the five questions that follow:

An action denotes everything that can be observed, either with bare eyes or measured by physiological sensors. Think of an action as an initiation or transition from one state to another- at a movie set. The director shouts "action" for the next scene to be filmed. Behavioural actions can take place on various time scales. Ranging from muscular activation to sweat gland activity, food consumption or sleep.

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Actions, cognitions and emotions do not run independently of each other - their proper interaction enables you to perceive the world around you. Listen to your inner wishes and respond appropriately to people in your surroundings. However, it is hard to tell what exactly is cause and effect - firming your head (action) and seeing a familiar face might cause a sudden burst of joy (emotion) accompanied by an internal realization (cognition). Action = emotion (joy) ± cognition ("hey. There's under)

Which among the following is not a true statement?

- (A) An action denotes everything that can be observed. Either with bare eyes or measured by physiological sensors.
- (B) Actions, Cognitions and emotions exist independently of each other.
- (C) Cognitions describe thoughts and mental images you carry with you.
- (D) Emotions can only be inferred indirectly by tracking facial electromyography.

100.) Read the passage carefully and answer the five questions that follow:

An action denotes everything that can be observed, either with bare eyes or measured by physiological sensors. Think of an action as an initiation or transition from one state to another- at

a movie set. The director shouts "action" for the next scene to be filmed. Behavioural actions can take place on various time scales. Ranging from muscular activation to sweat gland activity, food consumption or sleep.

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Actions, cognitions and emotions do not run independently of each other - their proper interaction enables you to perceive the world around you. Listen to your inner wishes and respond appropriately to people in your surroundings. However, it is hard to tell what exactly is cause and effect - nodding your head (action) and seeing a familiar face might cause a sudden burst of joy (emotion) accompanied by an internal realization (cognition). Action = emotion (joy) ± cognition ("hey. There's under)

Identify the correct equation from the following:

- (A) Joy Cognition = Action
- (B) Emotion ± Cognition = Action
- (C) Sorrow ± Cognition = Action
- (D) All of the above are correct equations