

**Q.51** Match List - I with List - II.

List - I (Appraisal Error)	List - II (Description)
(A) Halo effect	(I) Rater's assessment is influenced by one aspect of an employees performance
(B) Primacy effect	(II) Rater's assessment is influenced by past performance rating of an employee
(C) Spillover effect	(III) Rater's assessment is influenced by previously held beliefs about an employee
(D) Perceptual set	(IV) Rater's assessment is influenced by behaviour exhibited by he employee during the early stages

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)
- (2) (A)-(I), (B)-(II), (C)-(IV), (D)-(III)
- (3) (A)-(I), (B)-(IV), (C)-(III), (D)-(II)
- (4) (A)-(I), (B)-(IV), (C)-(II), (D)-(III)

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114018**

Option 1 ID : **51270154613**

Option 2 ID : **51270154614**

Option 3 ID : **51270154615**

Option 4 ID : **51270154616**

Status : **Answered**

Chosen Option : **3**

**Q.52** Henry Fayol classified all the business activities into six categories. Which of the following are included in that ?

- (A) Financial
- (B) Marketing
- (C) Accounting
- (D) Security
- (E) Technical

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113995**

Option 1 ID : **51270154521**

Option 2 ID : **51270154522**

Option 3 ID : **51270154523**

Option 4 ID : **51270154524**

Status : **Answered**

Chosen Option : **1**

- Q.53** Sequentially arrange the members behaviours in the stages of group development :
- (A) Confront the differences, hostilities, feel frustrated, lot of competition
  - (B) Eager, anxious, gather information about members
  - (C) Interdependence in personal relations, tendency to get involved in and problem solving
  - (D) Less dissatisfied and a feeling of belongingness to the group
  - (E) Upset and depressed
- Choose the **correct** answer from the options given below :
- (1) (A), (B), (C), (D), (E)
  - (2) (B), (A), (D), (C), (E)
  - (3) (B), (A), (C), (D), (E)
  - (4) (E), (A), (B), (C), (D)

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**  
Question ID : **51270113987**  
Option 1 ID : **51270154489**  
Option 2 ID : **51270154490**  
Option 3 ID : **51270154491**  
Option 4 ID : **51270154492**  
Status : **Answered**  
Chosen Option : **3**

- Q.54** The power to extend the Maternity Benefit Act, 1961 to agriculture has been conferred on the State Governments by :
- (1) Section 1 of the Act
  - (2) Section 1(3) of the Act
  - (3) Section 2(1) of the Act
  - (4) Section 2(2) of the Act

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**  
Question ID : **51270113979**  
Option 1 ID : **51270154457**  
Option 2 ID : **51270154458**  
Option 3 ID : **51270154459**  
Option 4 ID : **51270154460**  
Status : **Answered**  
Chosen Option : **2**

**Q.55** Tata Workers Union is appropriate example of which of the following union ?

- (1) Craft Union
- (2) Staff Union
- (3) Industrial Union
- (4) General Union

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113959**

Option 1 ID : **51270154377**

Option 2 ID : **51270154378**

Option 3 ID : **51270154379**

Option 4 ID : **51270154380**

Status : **Answered**

Chosen Option : **3**

**Q.56** As proposed by Albert Bandura, self-efficiency can be increased in which of the following ways ?

- (A) Enactive mastery
- (B) Vicarious modeling
- (C) Verbal persuasion
- (D) Continuous reinforcement
- (E) Arousal

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114001**

Option 1 ID : **51270154545**

Option 2 ID : **51270154546**

Option 3 ID : **51270154547**

Option 4 ID : **51270154548**

Status : **Answered**

Chosen Option : **3**

**Q.57** Match List - I with List - II.

List - I (Leadership style)		List - II (Level of confidence on followers)	
(A)	Exploitative Autocratic	(I)	Leaders have condescending confidence in subordinates
(B)	Benevolent Autocratic	(II)	Leaders have full confidence in subordinates
(C)	Participative	(III)	Leaders have no confidence in subordinates
(D)	Democratic	(IV)	Leaders have substantial but not total confidence in subordinates

Choose the **correct** answer from the options given below :

- (1) (A)-(III), (B)-(IV), (C)-(I), (D)-(II)
- (2) (A)-(IV), (B)-(III), (C)-(II), (D)-(I)
- (3) (A)-(III), (B)-(I), (C)-(IV), (D)-(II)
- (4) (A)-(III), (B)-(IV), (C)-(II), (D)-(I)

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114015**

Option 1 ID : **51270154601**

Option 2 ID : **51270154602**

Option 3 ID : **51270154603**

Option 4 ID : **51270154604**

Status : **Answered**

Chosen Option : **3**

**Q.58** The "Model Grievance Procedure" in India has been worked out by :

- (1) Standing Labour Committee
- (2) Indian Labour Conference
- (3) International Labour Organisation
- (4) Central Board for Workers' Education

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113960**

Option 1 ID : **51270154381**

Option 2 ID : **51270154382**

Option 3 ID : **51270154383**

Option 4 ID : **51270154384**

Status : **Answered**

Chosen Option : **1**

**Q.59** The management position description questionnaire contains how many items relating to managerial characteristics ?

- (1) 178
- (2) 194
- (3) 208
- (4) 400

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113945**

Option 1 ID : **51270154321**

Option 2 ID : **51270154322**

Option 3 ID : **51270154323**

Option 4 ID : **51270154324**

Status : **Answered**

Chosen Option : **3**

**Q.60** Which of the following is correct relating to overall Motivating Potential Score (MPS) ?

- (1)  $MPS = \frac{(\text{Task Identity}) \times (\text{Task Significance}) \times (\text{Autonomy})}{3} \times (\text{Skill Variety}) \times (\text{Feedback})$
- (2)  $MPS = \frac{(\text{Task Identity}) \times (\text{Task Significance}) \times (\text{Skill Variety})}{3} \times (\text{Autonomy}) \times (\text{Feedback})$
- (3)  $MPS = \frac{(\text{Skill Variety}) \times (\text{Autonomy}) \times (\text{Task Identity})}{3} \times (\text{Task Significance}) \times (\text{Feedback})$
- (4)  $MPS = \frac{(\text{Skill Variety}) \times (\text{Task Identity}) \times (\text{Feedback})}{3} \times (\text{Task Significance}) \times (\text{Autonomy})$

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113946**

Option 1 ID : **51270154325**

Option 2 ID : **51270154326**

Option 3 ID : **51270154327**

Option 4 ID : **51270154328**

Status : **Answered**

Chosen Option : **1**

**Q.61** Which of the following is/are major dimensions to culture as concluded by Geert Hofstade ?

- (A) Power distance
- (B) Individualism
- (C) Uncertainty avoidance
- (D) Masculinity/Femininity
- (E) Long term/short term orientation

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114000**

Option 1 ID : **51270154541**

Option 2 ID : **51270154542**

Option 3 ID : **51270154543**

Option 4 ID : **51270154544**

Status : **Answered**

Chosen Option : **2**

**Q.62** Experienced advertisers use the guide AIDA to construct their advertisement. Here AIDA refers to :

- (1) Attract, Interest, Develop, Action
- (2) Attract, Involve, Desire, Action
- (3) Attention, Interest, Desire, Action
- (4) Attention, Involve, Develop, Action

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113947**

Option 1 ID : **51270154329**

Option 2 ID : **51270154330**

Option 3 ID : **51270154331**

Option 4 ID : **51270154332**

Status : **Answered**

Chosen Option : **4**

**Q.63** Arrange in a sequence the schemes of participation in accordance with their formation/creation in ascending order :

- (A) Institutions of Employees participation in management for public sector undertaking
- (B) Board level participation
- (C) Shop councils and joint councils under old 20 point programme
- (D) Joint Management Councils
- (E) Works Committee

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113989**

Option 1 ID : **51270154497**

Option 2 ID : **51270154498**

Option 3 ID : **51270154499**

Option 4 ID : **51270154500**

Status : **Answered**

Chosen Option : **4**

**Q.64** Which of the following is not correct relating to the classical approach of management ?

- (1) An organisation is a socio-technical system
- (2) Functions, principles and skills of management are considered universal
- (3) Formal education and training is emphasised for developing managerial skills
- (4) Emphasis is placed on economic efficiency

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113943**

Option 1 ID : **51270154313**

Option 2 ID : **51270154314**

Option 3 ID : **51270154315**

Option 4 ID : **51270154316**

Status : **Answered**

Chosen Option : **4**

**Q.65** Sequentially arrange the following steps of designing a structured situational interview :

- (A) Analyze the job
- (B) Appoint the interview panel and conduct interview
- (C) Create interview questions
- (D) Create benchmark answers
- (E) Rate the job's main duties

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113983**

Option 1 ID : **51270154473**

Option 2 ID : **51270154474**

Option 3 ID : **51270154475**

Option 4 ID : **51270154476**

Status : **Answered**

Chosen Option : **2**

**Q.66** Who was the founder of All India Manufacturer's Organisation ?

- (1) M. Vishesvarayya
- (2) G.D. Birla
- (3) Purshottam Takkar
- (4) Mahatma Gandhi

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113957**

Option 1 ID : **51270154369**

Option 2 ID : **51270154370**

Option 3 ID : **51270154371**

Option 4 ID : **51270154372**

Status : **Answered**

Chosen Option : **4**



**Q.67** Indifference curves have a number of important properties. Which among the following is a wrong statement about property of indifference curve ?

- (1) Indifference curves are downward slopping
- (2) Higher indifference curves indicate higher levels of utility
- (3) Indifference curves are concave to the origin
- (4) Indifference curves do not intersect

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113977**

Option 1 ID : **51270154449**

Option 2 ID : **51270154450**

Option 3 ID : **51270154451**

Option 4 ID : **51270154452**

Status : **Answered**

Chosen Option : **3**

**Q.68** Sequentially arrange the steps of the controlling process :

- (A) Measurement of performance
- (B) Establishment of standard
- (C) Comparison of performance with standard
- (D) Take corrective action
- (E) Analysis of deviations

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113980**

Option 1 ID : **51270154461**

Option 2 ID : **51270154462**

Option 3 ID : **51270154463**

Option 4 ID : **51270154464**

Status : **Answered**

Chosen Option : **4**

**Q.69** "An approach to managing international operations in which top management and other key positions are filled by people from the home country" is called :

- (1) Ethnocentric approach
- (2) Polycentric approach
- (3) Geocentric approach
- (4) Wholly owned subsidiary approach

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113951**

Option 1 ID : **51270154345**

Option 2 ID : **51270154346**

Option 3 ID : **51270154347**

Option 4 ID : **51270154348**

Status : **Answered**

Chosen Option : **2**

**Q.70** As per the provisions of the Payment of Gratuity Act, 1972 for determination of the amount of gratuity the controlling authority shall conduct inquiry in respect of the matters :

- (A) enforcing the attendance of any person or examining him on oath
- (B) requiring the discovery and production of documents
- (C) requiring to be represented by a legal practitioner
- (D) receiving evidence on affidavits
- (E) issuing commission for the examination of witness

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114010**

Option 1 ID : **51270154581**

Option 2 ID : **51270154582**

Option 3 ID : **51270154583**

Option 4 ID : **51270154584**

Status : **Answered**

Chosen Option : **2**

- Q.71** Who has defined organisational health as :
- The promotion and maintenance of physical, mental and social well-being of workers in all occupations
  - Prevention among workers of ill-health caused by the working conditions
  - Protection of workers in their employment from risk resulting from factors adverse to health
  - Placing and maintenance of the worker in an occupational environment adapted to his physical, psychological equipment
- (1) International Labour Organisation  
(2) World Health Organisation  
(3) Indian Labour Conference  
(4) Joint Committee of I.L.O. and W.H.O. on Organisational Health held in 1950

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113973**

Option 1 ID : **51270154433**

Option 2 ID : **51270154434**

Option 3 ID : **51270154435**

Option 4 ID : **51270154436**

Status : **Answered**

Chosen Option : **4**

- Q.72** Arrange the following employer's federations according to the formation from earlier to later :
- (A) All India Organisation of Employers  
(B) All India Manufacturer's Organisation  
(C) Federation of Indian Chambers of Commerce  
(D) Employer's Federation of India  
(E) Council of Indian Employers

Choose the **correct** answer from the options given below :

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

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

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

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

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113988**

Option 1 ID : **51270154493**

Option 2 ID : **51270154494**

Option 3 ID : **51270154495**

Option 4 ID : **51270154496**

Status : **Answered**

Chosen Option : **1**

**Q.73** In which of the following, the criteria for recognition of trade unions have been laid down ?

- (1) The Industrial Disputes Act, 1947
- (2) The Trade Unions Act, 1926
- (3) Code of Discipline
- (4) The Industrial Employment (Standing Orders) Act, 1946

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113963**

Option 1 ID : **51270154393**

Option 2 ID : **51270154394**

Option 3 ID : **51270154395**

Option 4 ID : **51270154396**

Status : **Answered**

Chosen Option : **2**

**Q.74** Match List - I with List - II.

**List - I**

**(HRD Framework)**

- (A) The Integrated HRD System Approach
- (B) Human Capital Appraisal Approach
- (C) The Strategic HR Framework Approach
- (D) The Integrative Framework

**List - II**

**(Developers/Formulators)**

- (I) Friedman
- (II) Uday Pareek and T.V. Rao
- (III) Ulrich and Lake
- (IV) Yeung and Berman

Choose the **correct** answer from the options given below :

- (1) (A)-(III), (B)-(II), (C)-(I), (D)-(IV)
- (2) (A)-(II), (B)-(I), (C)-(III), (D)-(IV)
- (3) (A)-(I), (B)-(III), (C)-(IV), (D)-(II)
- (4) (A)-(IV), (B)-(II), (C)-(III), (D)-(I)

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114020**

Option 1 ID : **51270154621**

Option 2 ID : **51270154622**

Option 3 ID : **51270154623**

Option 4 ID : **51270154624**

Status : **Answered**

Chosen Option : **4**

Q.75

Which among the following is not an indirect cost of accident ?

- (1) Loss of earning power
- (2) Loss of production
- (3) Cost of breaking in a new worker
- (4) Rehabilitation expenses

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 51270113975

Option 1 ID : 51270154441

Option 2 ID : 51270154442

Option 3 ID : 51270154443

Option 4 ID : 51270154444

Status : Answered

Chosen Option : 4

Q.76

Which of the following matters should contain in the rules of a Trade Union as per the provisions of the Trade Unions Act, 1926 ?

- (A) The Whole object for which the Trade Union has been established
- (B) The Political Party to which the Trade Union affiliated
- (C) The whole of the purposes for which the general funds of the Trade Union shall be applicable
- (D) The manner in which the members of the executive and other office bearers of the Trade Union shall be elected or removed
- (E) The manner in which the rules shall be amended, varied or rescinded

Choose the correct answer from the options given below :

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

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 51270114003

Option 1 ID : 51270154553

Option 2 ID : 51270154554

Option 3 ID : 51270154555

Option 4 ID : 51270154556

Status : Answered

Chosen Option : 4

**Q.77** Arrange the following employment generation programmes of Government from earliest to latest :

- (A) Food for work programme
- (B) Jawahar Gram Samridhi Yojana
- (C) National Rural Employment Programme
- (D) Jawahar Rojgar Yojana
- (E) Rural Landless Employment Guarantee Programme

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113994**

Option 1 ID : **51270154517**

Option 2 ID : **51270154518**

Option 3 ID : **51270154519**

Option 4 ID : **51270154520**

Status : **Answered**

Chosen Option : **2**

**Q.78** Who has formulated "The Strategic HR Framework Approach" of HRD ?

- (1) Ulrich and Lake
- (2) T.V. Rao
- (3) Udai Pareek
- (4) Friedman

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113949**

Option 1 ID : **51270154337**

Option 2 ID : **51270154338**

Option 3 ID : **51270154339**

Option 4 ID : **51270154340**

Status : **Answered**

Chosen Option : **2**

**Q.79** Match List - I with List - II.

List - I (HR Metrics)	List - II (Significance)
(A) ROI	(I) Shows the cost incurred on HR functions compared to the total operating cost of the company
(B) HR expense factor	(II) HR value addition is determined
(C) Effectiveness of each employees	(III) Gives a picture about how much the company incurs on recruitment and selection
(D) Hiring cost	(IV) Shows how far an employee is useful to the organisation

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(III), (C)-(II), (D)-(IV)
- (2) (A)-(II), (B)-(I), (C)-(IV), (D)-(III)
- (3) (A)-(III), (B)-(II), (C)-(I), (D)-(IV)
- (4) (A)-(IV), (B)-(III), (C)-(I), (D)-(II)

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114019**

Option 1 ID : **51270154617**

Option 2 ID : **51270154618**

Option 3 ID : **51270154619**

Option 4 ID : **51270154620**

Status : **Answered**

Chosen Option : **2**

**Q.80** Arrange the provisions of Maternity Benefit Act, 1961 in proper sequence from earlier to later :

- (A) Employment of or work by, women prohibited during certain periods
- (B) Inspectors to be public servants
- (C) Dismissal during absence of pregnancy
- (D) Creche facility
- (E) Leave for miscarriage

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113993**

Option 1 ID : **51270154513**

Option 2 ID : **51270154514**

Option 3 ID : **51270154515**

Option 4 ID : **51270154516**

Status : **Answered**

Chosen Option : **3**



**Q.81** As per the provisions of the Inter state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 the contractor is required to issue a passbook with photo of the workman and which of the following information ?

- (A) The name and place of establishment where in the workman is employed
- (B) The period of employment
- (C) The proposed rates and modes of payment of wages
- (D) The medical expenses
- (E) The deductions made

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114007**

Option 1 ID : **51270154569**

Option 2 ID : **51270154570**

Option 3 ID : **51270154571**

Option 4 ID : **51270154572**

Status : **Answered**

Chosen Option : **1**

**Q.82** The Government of India became concerned about the occupational health after the recommendations of the :

- (1) Royal Commission on Labour in 1931
- (2) First National Commission on Labour
- (3) Report of the Raje Committee
- (4) Second National Commission on Labour

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113972**

Option 1 ID : **51270154429**

Option 2 ID : **51270154430**

Option 3 ID : **51270154431**

Option 4 ID : **51270154432**

Status : **Answered**

Chosen Option : **3**



Q.83

Wage rates may be fixed directly :

- (A) by legislation
- (B) by high courts
- (C) by industrial tribunals
- (D) by process of arbitration
- (E) by supreme court

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : MCQ

Question ID : 51270114013

Option 1 ID : 51270154593

Option 2 ID : 51270154594

Option 3 ID : 51270154595

Option 4 ID : 51270154596

Status : Answered

Chosen Option : 1

Q.84

मान लीजिए कि जनसंख्या को (P) के रूप में, श्रमिकों की संख्या को (LF) के रूप में, नियोजित माने जाने वाले व्यक्तियों को (E) के रूप में, और बेरोजगार माने जाने वाले व्यक्तियों को (U) के रूप में निरूपित किया गया है। तो इस दशा में बेरोजगारी दर को निम्नलिखित में से किस प्रकार निर्दिष्ट किया जाएगा ?

- (1)  $LF = E + U$
- (2)  $\frac{LF}{P}$
- (3)  $\frac{E}{P}$
- (4)  $\frac{U}{LF}$

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : MCQ

Question ID : 51270113978

Option 1 ID : 51270154453

Option 2 ID : 51270154454

Option 3 ID : 51270154455

Option 4 ID : 51270154456

Status : Answered

Chosen Option : 1

Q.85

Demand for labour of a firm is :

- (1) Direct demand
- (2) Derived demand
- (3) Hidden demand
- (4) Open demand

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**Question ID : **51270113976**Option 1 ID : **51270154445**Option 2 ID : **51270154446**Option 3 ID : **51270154447**Option 4 ID : **51270154448**Status : **Answered**Chosen Option : **1**

Q.86

Which of the following are standing plans ?

- (A) Policy
- (B) Programme
- (C) Procedure
- (D) Projects
- (E) Rules

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**Question ID : **51270113996**Option 1 ID : **51270154525**Option 2 ID : **51270154526**Option 3 ID : **51270154527**Option 4 ID : **51270154528**Status : **Answered**Chosen Option : **3**

**Q.87** Match List - I with List - II.

List - I (Statutory Provisions)	List - II (Sections of Factories Act)
(A) Appointment of certifying surgeon by State Government	(I) Section 87
(B) Safeguarding Health of Young persons	(II) Section 89
(C) Dangerous operations in factories	(III) Section 10
(D) Obligation of the manager of the factory to send notice whenever any worker contracts disease specified in schedule	(IV) Section 69

Choose the **correct** answer from the options given below :

- (1) (A)-(III), (B)-(IV), (C)-(I), (D)-(II)
- (2) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)
- (3) (A)-(III), (B)-(II), (C)-(I), (D)-(IV)
- (4) (A)-(IV), (B)-(II), (C)-(III), (D)-(I)

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114028**

Option 1 ID : **51270154653**

Option 2 ID : **51270154654**

Option 3 ID : **51270154655**

Option 4 ID : **51270154656**

Status : **Answered**

Chosen Option : **3**

**Q.88** The concept of Labour Welfare :

- (A) is elastic
- (B) is inflexible
- (C) differs from time to time
- (D) remains identical for all regions
- (E) depends on socio-economic development of people

Choose the **correct** answer from the options given below :

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114012**

Option 1 ID : **51270154589**

Option 2 ID : **51270154590**

Option 3 ID : **51270154591**

Option 4 ID : **51270154592**

Status : **Answered**

Chosen Option : **1**

**Q.89** Which of the following stages of growth and process of the human resource management function was identified by C.K. Prahalad ?

- (A) The Reactive Function
- (B) The Independent HRD Function
- (C) The Supportive HRD Function
- (D) The Integrative HRD Function

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113999**

Option 1 ID : **51270154537**

Option 2 ID : **51270154538**

Option 3 ID : **51270154539**

Option 4 ID : **51270154540**

Status : **Answered**

Chosen Option : **2**

**Q.90** Dark Triad consists of which of the following traits ?

- (A) Machiavellianism
- (B) Locus of control
- (C) Narcissism
- (D) Psychopathy
- (E) Self-Esteem

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114002**

Option 1 ID : **51270154549**

Option 2 ID : **51270154550**

Option 3 ID : **51270154551**

Option 4 ID : **51270154552**

Status : **Answered**

Chosen Option : **4**

**Q.91** Arrange the following schemes of the Employees Provident Fund and Miscellaneous Provisions Act, 1952 in a sequence according to their enactment, from the earliest to latest :

- (A) Employees Pension Scheme
- (B) Employees Provident Fund Scheme
- (C) Family Pension Scheme
- (D) Deposit Linked Insurance Scheme

Choose the **correct** answer from the options given below :

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

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113992**

Option 1 ID : **51270154509**

Option 2 ID : **51270154510**

Option 3 ID : **51270154511**

Option 4 ID : **51270154512**

Status : **Answered**

Chosen Option : **3**

**Q.92** Match List - I with List - II.

**List - I**

**(Feature of Incentive Scheme)**

- |  |                             |
|--|-----------------------------|
| (A) Earnings vary in the same proportion as output | (I) Rowan plan              |
| (B) Earnings vary less proportionately than output | (II) High piece rate system |
| (C) Earnings vary at different levels of output    | (III) Standard hour system  |
| (D) Earnings vary proportionately more than output | (IV) Emerson plan           |

Choose the **correct** answer from the options given below :

- (1) (A)-(II), (B)-(I), (C)-(IV), (D)-(III)
- (2) (A)-(III), (B)-(IV), (C)-(I), (D)-(II)
- (3) (A)-(III), (B)-(I), (C)-(IV), (D)-(II)
- (4) (A)-(II), (B)-(IV), (C)-(I), (D)-(III)

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114017**

Option 1 ID : **51270154609**

Option 2 ID : **51270154610**

Option 3 ID : **51270154611**

Option 4 ID : **51270154612**

Status : **Answered**

Chosen Option : **4**

**Q.93** Sequentially arrange the following steps of the validation process of Employment Test :

- (A) Choose the tests
- (B) Analyse the job
- (C) Administer the test
- (D) Cross validation and Revalidation
- (E) Relate your test scores and criteria

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113982**

Option 1 ID : **51270154469**

Option 2 ID : **51270154470**

Option 3 ID : **51270154471**

Option 4 ID : **51270154472**

Status : **Answered**

Chosen Option : **3**

**Q.94** As per the Mines Act, 1952 the medical practitioner attending the person employed in a mine and suffering from notified diseases shall send a report to the chief inspector stating which of the following ?

- (A) The name and address of the patient
- (B) The disease from which the patient is suffering
- (C) The name and address of the trade union to which the patient is a member
- (D) The name and address of the mine in which, the patient is or was last employed

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114008**

Option 1 ID : **51270154573**

Option 2 ID : **51270154574**

Option 3 ID : **51270154575**

Option 4 ID : **51270154576**

Status : **Answered**

Chosen Option : **1**



**Q.95** An increased commitment to a previous decision inspite of negative information is known as :

- (1) Anchoring bias
- (2) Confirmative bias
- (3) Risk aversion
- (4) Escalation of commitment

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113954**

Option 1 ID : **51270154357**

Option 2 ID : **51270154358**

Option 3 ID : **51270154359**

Option 4 ID : **51270154360**

Status : **Answered**

Chosen Option : **3**

**Q.96** Which of the followings are the past oriented performance appraisal methods which evaluate employees only on the basis of past performance ?

- (A) Critical Incidents Method
- (B) Behaviourally Anchored Rating Scales
- (C) Management by Objectives
- (D) Forced Distribution Method
- (E) Assessment Centres

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113998**

Option 1 ID : **51270154533**

Option 2 ID : **51270154534**

Option 3 ID : **51270154535**

Option 4 ID : **51270154536**

Status : **Answered**

Chosen Option : **2**

**Q.97** Who is to be consulted if any inflammable material such as petroleum products are to be stored or handled in the premises of the factory ?

- (1) State Labour Commissioner
- (2) Chief Labour Commissioner (Central)
- (3) Department of Explosives, Government of India through chief controller of explosives
- (4) Chief Inspector of Factories

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113974**

Option 1 ID : **51270154437**

Option 2 ID : **51270154438**

Option 3 ID : **51270154439**

Option 4 ID : **51270154440**

Status : **Answered**

Chosen Option : **4**

**Q.98** Who authored the book titled "The Human Side of Enterprise" ?

- (1) Douglas McGregor
- (2) Elton Mayo
- (3) Chris Argyris
- (4) Herbert A Simon

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113940**

Option 1 ID : **51270154301**

Option 2 ID : **51270154302**

Option 3 ID : **51270154303**

Option 4 ID : **51270154304**

Status : **Answered**

Chosen Option : **1**

**Q.99** Which of the following is mentioned in Sec. 7 of the Industrial Employment (Standing Orders) Act, 1946 ?

- (1) Conditions for certification of standing order
- (2) Submission of draft standing order
- (3) Certification of standing order
- (4) Date of operation of standing orders

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113961**

Option 1 ID : **51270154385**

Option 2 ID : **51270154386**

Option 3 ID : **51270154387**

Option 4 ID : **51270154388**

Status : **Answered**

Chosen Option : **2**



**Q.100** As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act, 1952, an establishment employing how many persons may apply to maintain a provident fund account is relation to the establishment with the consent of majority of employee ?

- (1) Five hundred or more
- (2) Two hundred or more
- (3) One hundred or more
- (4) Fifty or more

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113968**

Option 1 ID : **51270154413**

Option 2 ID : **51270154414**

Option 3 ID : **51270154415**

Option 4 ID : **51270154416**

Status : **Answered**

Chosen Option : **4**

**Q.101** Which of the following matters are to be dealt with by shop councils under scheme of workers' participation of 1975 ?

- (A) Assist management in achieving monthly/yearly production targets
- (B) Assist in maintaining general discipline in the shop/department
- (C) Safety measures
- (D) Preparation of schedules of working hours and holidays
- (E) Physical conditions of working

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114004**

Option 1 ID : **51270154557**

Option 2 ID : **51270154558**

Option 3 ID : **51270154559**

Option 4 ID : **51270154560**

Status : **Not Answered**

Chosen Option : **--**

**Q.102** Match List - I with List - II.

List - I (Title)	List - II (Year of adoption)
(A) The Hours of Work (Industry) Convention (No. 1)	(I) 1928
(B) The Minimum Wage Fixing Machinery Convention (No. 26)	(II) 1951
(C) The Prevention of Industrial Accident Recommendation (No. 31)	(III) 1929
(D) The Equal Remuneration Convention (No. 100)	(IV) 1919

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(III), (C)-(IV), (D)-(II)
- (2) (A)-(IV), (B)-(I), (C)-(III), (D)-(II)
- (3) (A)-(III), (B)-(IV), (C)-(II), (D)-(I)
- (4) (A)-(IV), (B)-(III), (C)-(I), (D)-(II)

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114026**

Option 1 ID : **51270154645**

Option 2 ID : **51270154646**

Option 3 ID : **51270154647**

Option 4 ID : **51270154648**

Status : **Answered**

Chosen Option : **1**

**Q.103** Match List - I with List - II.

List - I (Deductions)	List - II (Sanctions of The Payment of Wages Act, 1936)
(A) Deductions for recovery of loans	(I) Sec. 11
(B) Deductions made from wages	(II) Sec. 9
(C) Deductions for service rendered	(III) Sec. 12 A
(D) Deductions for absence from duty	(IV) Sec. 7

Choose the **correct** answer from the options given below :

- (1) (A)-(III), (B)-(IV), (C)-(I), (D)-(II)
- (2) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)
- (3) (A)-(II), (B)-(IV), (C)-(III), (D)-(I)
- (4) (A)-(IV), (B)-(II), (C)-(I), (D)-(III)

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114027**

Option 1 ID : **51270154649**

Option 2 ID : **51270154650**

Option 3 ID : **51270154651**

Option 4 ID : **51270154652**

Status : **Answered**

Chosen Option : **1**

**Q.104** An Organisation Development (OD) approach that seeks to identify the unique qualities and special strengths of an organisation, which can be then built on to improve performance is called as :

- (1) Appreciative Inquiry
- (2) Process consultation
- (3) Survey Feedback
- (4) Team Building

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113955**

Option 1 ID : **51270154361**

Option 2 ID : **51270154362**

Option 3 ID : **51270154363**

Option 4 ID : **51270154364**

Status : **Answered**

Chosen Option : **4**

**Q.105** Sequentially arrange the following steps of strategic planning process :

- (A) Environmental Analysis
- (B) Mission and Objectives
- (C) Strategic Decision Making
- (D) Self-Appraisal
- (E) Strategy Implementation and Control

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113981**

Option 1 ID : **51270154465**

Option 2 ID : **51270154466**

Option 3 ID : **51270154467**

Option 4 ID : **51270154468**

Status : **Answered**

Chosen Option : **2**

Q.106

Match List - I with List - II.

List - I (Learning Styles)	List - II (Actions)
(A) Accommodator	(I) Learns by observing and thinking
(B) Converger	(II) Learns by doing and thinking
(C) Diverger	(III) Learns by doing and feeling
(D) Assimilator	(IV) Learns by observing and feeling

Choose the **correct** answer from the options given below :

- (1) (A)-(II), (B)-(III), (C)-(I), (D)-(IV)
- (2) (A)-(III), (B)-(II), (C)-(IV), (D)-(I)
- (3) (A)-(II), (B)-(IV), (C)-(III), (D)-(I)
- (4) (A)-(III), (B)-(IV), (C)-(II), (D)-(I)

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**Question ID : **51270114021**Option 1 ID : **51270154625**Option 2 ID : **51270154626**Option 3 ID : **51270154627**Option 4 ID : **51270154628**Status : **Answered**Chosen Option : **2**

Q.107

Under the provision of the Industrial Disputes Act, 1947 for an industrial establishment employing one hundred or more workmen, who is empowered to issue order to the employer to constitute a works committee ?

- (1) The Inspector
- (2) The appropriate Government
- (3) The Board of Conciliation
- (4) The Chief Labour Commissioner

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**Question ID : **51270113962**Option 1 ID : **51270154389**Option 2 ID : **51270154390**Option 3 ID : **51270154391**Option 4 ID : **51270154392**Status : **Answered**Chosen Option : **2**

**Q.108** Deductions which may be made from wages as per the Payment of Wages Act, 1936 are :

- (A) Deductions for absence from duty
- (B) Deductions for house accommodation supplied by the employer
- (C) Deduction for supply of tools required for the employment
- (D) Deduction of income tax payable by the employed person
- (E) Deductions for payment of insurance premium or fidelity guarantee bonds

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114009**

Option 1 ID : **51270154577**

Option 2 ID : **51270154578**

Option 3 ID : **51270154579**

Option 4 ID : **51270154580**

Status : **Answered**

Chosen Option : 1

**Q.109** Sequentially arrange the following provisions of the Industrial Disputes Act, 1947 in ascending order :

- (A) Compensation to workmen in case of transfer of undertaking
- (B) Sixty days notice to be given of intention to close down
- (C) Compensation to workmen in case of closing down of undertakings
- (D) Conditions precedent to retrenchment of workmen

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113990**

Option 1 ID : **51270154501**

Option 2 ID : **51270154502**

Option 3 ID : **51270154503**

Option 4 ID : **51270154504**

Status : **Answered**

Chosen Option : 2

**Q.110** Match List - I with List - II.

List - I (Wage Theory)	List - II (Explanation)
(A) Subsistence Theory	(I) Wages appeared as a residual, the level of real wage depending upon on what was left of the total production after capitalist class has its cut
(B) Standard of Living Theory	(II) Wages depend upon the relationship which exists between supply of the population and the capital available to employ workers
(C) Wage Fund Theory	(III) Wages tend to conform to the standard of living to which the worker has become habituated
(D) Kalecki's Theory of Wages	(IV) Wages tend to settle at a level just sufficient to maintain the worker and his family at minimum subsistence

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)  
 (2) (A)-(IV), (B)-(III), (C)-(II), (D)-(I)  
 (3) (A)-(IV), (B)-(I), (C)-(III), (D)-(II)  
 (4) (A)-(I), (B)-(III), (C)-(II), (D)-(IV)

**Options** 1. 1

2. 2  
 3. 3  
 4. 4

Question Type : **MCQ**Question ID : **51270114029**Option 1 ID : **51270154657**Option 2 ID : **51270154658**Option 3 ID : **51270154659**Option 4 ID : **51270154660**Status : **Answered**Chosen Option : **4****Q.111** Match List - I with List - II.

List - I (Holland's Personality Type)	List - II (Activities)
(A) Realistic	(I) Prefer verbal activities in which there are opportunities to influence others
(B) Investigative	(II) Prefers physical activities that require skill, strength and coordination
(C) Conventional	(III) Prefers activities that involve thinking, organising and understanding
(D) Enterprising	(IV) Prefers rule regulated orderly and unambiguous activities

Choose the **correct** answer from the options given below :

- (1) (A)-(II), (B)-(I), (C)-(IV), (D)-(III)  
 (2) (A)-(II), (B)-(III), (C)-(IV), (D)-(I)  
 (3) (A)-(II), (B)-(I), (C)-(III), (D)-(IV)  
 (4) (A)-(IV), (B)-(III), (C)-(I), (D)-(II)

**Options** 1. 1

2. 2  
 3. 3  
 4. 4

Question Type : **MCQ**Question ID : **51270114022**Option 1 ID : **51270154629**Option 2 ID : **51270154630**Option 3 ID : **51270154631**Option 4 ID : **51270154632**Status : **Answered**Chosen Option : **2**



Q.112

Which of the following are theories of Labour Welfare ?

- (A) Adequacy of Wage Theory
- (B) Police Theory
- (C) Placating Theory
- (D) Association of Democratic Values Theory
- (E) Functional Theory

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114011**

Option 1 ID : **51270154585**

Option 2 ID : **51270154586**

Option 3 ID : **51270154587**

Option 4 ID : **51270154588**

Status : **Answered**

Chosen Option : 1

Q.113

"A business enterprise, which has entered into an agreement with the trade union that a worker will have to become the member of the union within specified period of them securing employment in the enterprise and that they will continue union membership in order to retain the job is called :

- (1) Closed shop
- (2) Union shop
- (3) Agency shop
- (4) Maintenance of membership shop

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113958**

Option 1 ID : **51270154373**

Option 2 ID : **51270154374**

Option 3 ID : **51270154375**

Option 4 ID : **51270154376**

Status : **Answered**

Chosen Option : 2

Q.114

Who has developed the concept of 'synergy' ?

- (1) Peter F. Drucker
- (2) Chester I. Barnard
- (3) Michael E. Porter
- (4) H. Igor Ansoff

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : MCQ

Question ID : 51270113941

Option 1 ID : 51270154305

Option 2 ID : 51270154306

Option 3 ID : 51270154307

Option 4 ID : 51270154308

Status : Answered

Chosen Option : 1

Q.115

Which of the following matters under dispute shall be within the jurisdiction of the labour courts under the Industrial Disputes Act, 1947 ?

- (A) The application and interpretation of standing orders
- (B) Illegality or otherwise of a strike or lock-out
- (C) Withdrawal of any customary concession or privilege
- (D) Retrenchment of workmen and closure of establishment

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : MCQ

Question ID : 51270114006

Option 1 ID : 51270154565

Option 2 ID : 51270154566

Option 3 ID : 51270154567

Option 4 ID : 51270154568

Status : Answered

Chosen Option : 2



Q.116

The Warwick Model of HRM was developed by :

- (1) Hendry and Pettigrew
- (2) David Guest
- (3) Fombrun, Tichy and Devanna
- (4) Dave Ulrich

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 51270113944

Option 1 ID : 51270154317

Option 2 ID : 51270154318

Option 3 ID : 51270154319

Option 4 ID : 51270154320

Status : Answered

Chosen Option : 1

Q.117

Establishments performing work for less than how many days shall not be covered under the Contract Labour (Regulation and Abolition) Act, 1970 ?

- (1) One hundred and eighty days
- (2) Two hundred and forty days
- (3) One hundred and twenty days
- (4) Ninety five days

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 51270113966

Option 1 ID : 51270154405

Option 2 ID : 51270154406

Option 3 ID : 51270154407

Option 4 ID : 51270154408

Status : Answered

Chosen Option : 3

Q.118

How many continuous period of work to be performed by a building worker before attaining the age of sixty years to be eligible for all benefits mentioned under the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 ?

- (1) for atleast one year
- (2) for atleast two years
- (3) for atleast three years
- (4) for atleast ninety days

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 51270113967

Option 1 ID : 51270154409

Option 2 ID : 51270154410

Option 3 ID : 51270154411

Option 4 ID : 51270154412

Status : Answered

Chosen Option : 3

**Q.119** Mine employing how many persons, is required to provide and maintain adequate and suitable shelters for taking foods with provisions for drinking water ?

- (1) One hundred and fifty
- (2) One hundred
- (3) Fifty
- (4) Thirty

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113965**

Option 1 ID : **51270154401**

Option 2 ID : **51270154402**

Option 3 ID : **51270154403**

Option 4 ID : **51270154404**

Status : **Answered**

Chosen Option : **3**

**Q.120** The maximum weekly hours of work for a worker including the overtime shall not exceed how many hours under the provision "Power to make exempting orders" of the Factories Act, 1948 ?

- (1) Forty-eight hours
- (2) Fifty hours
- (3) Fifty-four hours
- (4) Sixty hours

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113964**

Option 1 ID : **51270154397**

Option 2 ID : **51270154398**

Option 3 ID : **51270154399**

Option 4 ID : **51270154400**

Status : **Not Answered**

Chosen Option : **--**

**Q.121** Which of the following is not correct as per Woodward's task technology approach to organisation design ?

- (1) Complex technologies lead to tall organisational structures
- (2) Span of management for first level managers increases as organisation moves from unit to mass production
- (3) Increasing technological complexities reduce clerical and administrative staff in the organisation
- (4) Complex technologies require more supervision and coordination

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113942**

Option 1 ID : **51270154309**

Option 2 ID : **51270154310**

Option 3 ID : **51270154311**

Option 4 ID : **51270154312**

Status : **Not Answered**

Chosen Option : **--**

**Q.122** The degree to which employees believe an organisation values their contribution and cares about their well-being is :

- (1) Employee proprietary engagement
- (2) Perceived organisation support
- (3) Psychological empowerment
- (4) Job satisfaction

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113952**

Option 1 ID : **51270154349**

Option 2 ID : **51270154350**

Option 3 ID : **51270154351**

Option 4 ID : **51270154352**

Status : **Not Answered**

Chosen Option : --

**Q.123** Sequentially arrange the following provisions as per their sections under the Factories Act, 1948 in ascending order :

- (A) Striking gear and devices for cutting off powers
- (B) Safety of buildings and machinery
- (C) Precaution against dangerous fumes, gases etc.
- (D) Pressure plant
- (E) Hoists and lifts

Choose the **correct** answer from the options given below :

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113991**

Option 1 ID : **51270154505**

Option 2 ID : **51270154506**

Option 3 ID : **51270154507**

Option 4 ID : **51270154508**

Status : **Not Answered**

Chosen Option : --

**Q.124** Economists have classified labour market in two ways-theoretical and empirical classification. Which are the theoretical classification ?

- (A) Industrial Labour Market
- (B) Organised Labour Market
- (C) White Colour Labour Market
- (D) Unorganised Labour Market
- (E) Blue Colour Labour Market

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114014**

Option 1 ID : **51270154597**

Option 2 ID : **51270154598**

Option 3 ID : **51270154599**

Option 4 ID : **51270154600**

Status : **Not Answered**

Chosen Option : --

**Q.125** Match List - I with List - II.

List - I (Author)	List - II (Book)
(A) Harold J. Laski	(I) Trade Unionism in the United States
(B) Robert F. Hoxie	(II) Trade Unionism in the New Society
(C) Frank Tennenbaum	(III) A Philosophy of labour
(D) Karl Marx	(IV) The Communist Manifesto

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)
- (2) (A)-(II), (B)-(I), (C)-(III), (D)-(IV)
- (3) (A)-(III), (B)-(II), (C)-(I), (D)-(IV)
- (4) (A)-(IV), (B)-(III), (C)-(I), (D)-(II)

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114023**

Option 1 ID : **51270154633**

Option 2 ID : **51270154634**

Option 3 ID : **51270154635**

Option 4 ID : **51270154636**

Status : **Not Answered**

Chosen Option : --

**Q.126** Which of the following is not a type of organisational commitment ?

- (1) Affective commitment
- (2) Cognitive commitment
- (3) Continuous commitment
- (4) Normative commitment

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113953**

Option 1 ID : **51270154353**

Option 2 ID : **51270154354**

Option 3 ID : **51270154355**

Option 4 ID : **51270154356**

Status : **Not Answered**

Chosen Option : --

**Q.127** Arrange the stages in Data Analytics in proper sequence from beginning to end :

- (A) Collect data into a database and ascertain validity
- (B) Map the identified impact factors effecting the organisation
- (C) Map categories to identify correlations and trends that are useful to measure
- (D) Formulating the algorithm that analyzes the various factors
- (E) Validate the predictions using statistical tools or other methodologies for utility

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113985**

Option 1 ID : **51270154481**

Option 2 ID : **51270154482**

Option 3 ID : **51270154483**

Option 4 ID : **51270154484**

Status : **Not Answered**

Chosen Option : --

**Q.128** Match List - I with List - II.

**List - I**  
(Provisions)

- (A) Constitution of Site Appraisal Committees
- (B) Workers Participation in Safety Management
- (C) Compulsory disclosure of information by the occupier
- (D) Power of the Central Government to appoint inquiry committee

**List - II**

(Sections of the Factory Act, 1948)

- (I) Sec. 41 A
- (II) Sec. 41 B
- (III) Sec. 41 D
- (IV) Sec. 41 G

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)
- (2) (A)-(I), (B)-(III), (C)-(IV), (D)-(II)
- (3) (A)-(I), (B)-(IV), (C)-(II), (D)-(III)
- (4) (A)-(II), (B)-(III), (C)-(IV), (D)-(I)

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114025**

Option 1 ID : **51270154641**

Option 2 ID : **51270154642**

Option 3 ID : **51270154643**

Option 4 ID : **51270154644**

Status : **Not Answered**

Chosen Option : --

**Q.129** Which of the following are the reasons for "Lay-off" as per the provisional of the Industrial Disputes Act, 1947 ?

- (A) Shortage of coal, power or raw materials
- (B) Surplus number of workmen
- (C) Breakdown of machinery
- (D) Natural calamity
- (E) Accumulation of stock

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114005**

Option 1 ID : **51270154561**

Option 2 ID : **51270154562**

Option 3 ID : **51270154563**

Option 4 ID : **51270154564**

Status : **Not Answered**

Chosen Option : --

**Q.130** "Quality of work life refers to programmes designed to create a workplace that enhances employee well-being". Who said this ?

- (1) Thomas S. Bateman and Scott A. Snell
- (2) Wheelen and Hunger
- (3) T.V. Rao
- (4) R.E. Walton

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113950**

Option 1 ID : **51270154341**

Option 2 ID : **51270154342**

Option 3 ID : **51270154343**

Option 4 ID : **51270154344**

Status : **Not Answered**

Chosen Option : --

**Q.131** The principle of equal pay for equal work is contained in which article of the Constitution of India ?

- (1) Article 38
- (2) Article 39(e)
- (3) Article 39A
- (4) Article 41

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113970**

Option 1 ID : **51270154421**

Option 2 ID : **51270154422**

Option 3 ID : **51270154423**

Option 4 ID : **51270154424**

Status : **Not Answered**

Chosen Option : --



**Q.132** Match List - I with List - II.

**List - I**  
**(Authorities/Provision)**

- (A) The Labour Court
- (B) The Notice of Change
- (C) Industries declared to be the Public Utility Services
- (D) The Industrial Tribunal

**List - II**  
**(Schedule)**

- (I) Schedule III
- (II) Schedule I
- (III) Schedule IV
- (IV) Schedule II

Choose the **correct** answer from the options given below :

- (1) (A)-(I), (B)-(II), (C)-(III), (D)-(IV)
- (2) (A)-(II), (B)-(I), (C)-(III), (D)-(IV)
- (3) (A)-(III), (B)-(IV), (C)-(I), (D)-(II)
- (4) (A)-(IV), (B)-(III), (C)-(II), (D)-(I)

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270114024**

Option 1 ID : **51270154637**

Option 2 ID : **51270154638**

Option 3 ID : **51270154639**

Option 4 ID : **51270154640**

Status : **Not Answered**

Chosen Option : --

**Q.133** "An appraisal device that seeks performance feedback from such source as oneself, bosses, peers, team members, customers and suppliers" is termed as :

- (1) Rate Selectivity
- (2) 360° Appraisal
- (3) Balance Scorecard
- (4) Peer Evaluation

**Options** 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113948**

Option 1 ID : **51270154333**

Option 2 ID : **51270154334**

Option 3 ID : **51270154335**

Option 4 ID : **51270154336**

Status : **Not Answered**

Chosen Option : --

**Q.134** The appropriate government with effect from 1st October 1987 notified that every employer of establishment other than an employer or establishment belonging to the Central Government or State Government shall obtain which of the following for his liability to pay gratuity.

- (1) Voluntary Insurance from any Insurance Company
- (2) Investing certain percentage of the wage bill of employees in share market
- (3) Compulsory Insurance from the Life Insurance Corporation of India
- (4) Compulsory Insurance from any Insurance Companies

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113971**

Option 1 ID : **51270154425**

Option 2 ID : **51270154426**

Option 3 ID : **51270154427**

Option 4 ID : **51270154428**

Status : **Not Answered**

Chosen Option : --

**Q.135** Sequentially arrange the following communication channels from low to high :

- (A) Letters
- (B) Telephone conversations
- (C) Electronic mail
- (D) Face to face conversations
- (E) Voice mail

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270113986**

Option 1 ID : **51270154485**

Option 2 ID : **51270154486**

Option 3 ID : **51270154487**

Option 4 ID : **51270154488**

Status : **Not Answered**

Chosen Option : --

**Q.136** The Provision of which section of the Equal Remuneration Act, 1976 shall not affect any priority or reservation for Scheduled Castes or Scheduled Tribes, ex-service men, retrenched employees or any class or category of persons in the matter of recruitment to the posts in an establishment or employment ?

- (1) Section 3
- (2) Section 5
- (3) Section 6
- (4) Section 7

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113969**

Option 1 ID : **51270154417**

Option 2 ID : **51270154418**

Option 3 ID : **51270154419**

Option 4 ID : **51270154420**

Status : **Not Answered**

Chosen Option : --

**Q.137** Which of the followings are simulation form of training ?

- (A) Lecture
- (B) Case study
- (C) Business games
- (D) Role playing
- (E) Sensitivity training

Choose the **correct** answer from the options given below :

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

Options 1. 1

- 2. 2
- 3. 3
- 4. 4

Question Type : **MCQ**

Question ID : **51270113997**

Option 1 ID : **51270154529**

Option 2 ID : **51270154530**

Option 3 ID : **51270154531**

Option 4 ID : **51270154532**

Status : **Not Answered**

Chosen Option : --

**Q.138** The general funds of a registered trade union shall not be spent for which of the following purpose as per the Trade Unions Act, 1926 ?

- (1) The payment of salaries, allowances and expenses to office bearers of the trade union
- (2) The conduct of trade disputes on behalf of the Trade Union or member their of
- (3) The payment of affiliation fee to the political party
- (4) The compensation of members for loss arising out of trade disputes

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113956**

Option 1 ID : **51270154365**

Option 2 ID : **51270154366**

Option 3 ID : **51270154367**

Option 4 ID : **51270154368**

Status : **Not Answered**

Chosen Option : --

**Q.139** Arrange the stages of internationalisation of firms operations in proper sequence from earlier to later :

- (A) Multinational operations
- (B) Export operations
- (C) Domestic operations
- (D) Subsidiaries or Joint ventures
- (E) Transnational operations

Choose the **correct** answer from the options given below :

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

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270113984**

Option 1 ID : **51270154477**

Option 2 ID : **51270154478**

Option 3 ID : **51270154479**

Option 4 ID : **51270154480**

Status : **Not Answered**

Chosen Option : --

**Q.140** Match List - I with List - II.

List - I (Book)	List - II (Author)
(A) Competing for the Future	(I) Tom Peters and Bob Waterman
(B) Insearch of Excellence	(II) Henry Mintzberg
(C) The Nature of Managerial Work	(III) C.K. Prahalad and Gray Hamel
(D) Corporate Strategy	(IV) H. Igor Ansoff

Choose the **correct** answer from the options given below :

- (1) (A)-(IV), (B)-(I), (C)-(III), (D)-(II)
- (2) (A)-(III), (B)-(I), (C)-(II), (D)-(IV)
- (3) (A)-(IV), (B)-(II), (C)-(I), (D)-(III)
- (4) (A)-(II), (B)-(I), (C)-(III), (D)-(IV)

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114016**

Option 1 ID : **51270154605**

Option 2 ID : **51270154606**

Option 3 ID : **51270154607**

Option 4 ID : **51270154608**

Status : **Not Answered**

Chosen Option : --

### Comprehension:

Read the passage carefully and answer the questions :

In the modern times, the most pressing problem in a developing country is unemployment i.e. the inability of a person willing and able to work under reasonable circumstances to find suitable work which they are not getting. It is really a loss to the nation as the unemployed do not contribute anything in building the nation. The immediate effect of unemployment is obviously a reduced income, and as savings are usually insufficient to support the family for any length of time, the result is a fall in the standard of living. Thus, unemployment threatens great privation in food, clothing etc. and causes misery not only to the man directly affected but also to his family. Therefore, an all round effort is needed to solve the problem of unemployment. Development of nation's resources with more investments, capital equipment, increase in the pace of industrialization both in large scale and small scale sectors, agriculture reorganization, a job oriented educational system, manpower planning, checks on growth of population, sound monetary and fiscal policies etc., can be some of the remedies to tackle the problem of unemployment particularly in a country of developing economy. In this connection it is also suggested that labour exchange should be established to bring about equilibrium between demand and supply of labour and provide more regular work for the labourer and minimize the evils of casual labour. The public demand for labour can be increased by undertaking public work programs like construction of public buildings, railways, road, canals etc. This will not only give employment to those who are employed in such works but will stimulate private enterprise by creating demands for goods on the part of those workers.

**SubQuestion No : 141**

**Q.141** Which of the following is not mentioned as a remedy to reduce unemployment ?

- (1) Creation of job-oriented education system
- (2) Providing tax incentives for small business
- (3) Reorganisation of agricultural practices
- (4) Sound monetary and fiscal policies

**Options** 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **51270114032**

Option 1 ID : **51270154665**

Option 2 ID : **51270154666**

Option 3 ID : **51270154667**

Option 4 ID : **51270154668**

Status : **Not Answered**

Chosen Option : --



**Comprehension:**

Read the passage carefully and answer the questions :

In the modern times, the most pressing problem in a developing country is unemployment i.e. the inability of a person willing and able to work under reasonable circumstances to find suitable work which they are not getting. It is really a loss to the nation as the unemployed do not contribute anything in building the nation. The immediate effect of unemployment is obviously a reduced income, and as savings are usually insufficient to support the family for any length of time, the result is a fall in the standard of living. Thus, unemployment threatens great privation in food, clothing etc. and causes misery not only to the man directly affected but also to his family. Therefore, an all round effort is needed to solve the problem of unemployment. Development of nation's resources with more investments, capital equipment, increase in the pace of industrialization both in large scale and small scale sectors, agriculture reorganization, a job oriented educational system, manpower planning, checks on growth of population, sound monetary and fiscal policies etc., can be some of the remedies to tackle the problem of unemployment particularly in a country of developing economy. In this connection it is also suggested that labour exchange should be established to bring about equilibrium between demand and supply of labour and provide more regular work for the labourer and minimize the evils of casual labour. The public demand for labour can be increased by undertaking public work programs like construction of public buildings, railways, road, canals etc. This will not only give employment to those who are employed in such works but will stimulate private enterprise by creating demands for goods on the part of those workers.

**SubQuestion No : 142**

**Q.142** What is one suggested benefit of public work programmes in relation to unemployment according to the passage ?

- (1) They stimulate private enterprise
- (2) They reduce income disparity
- (3) They decrease taxation
- (4) They limit population growth

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114035**

Option 1 ID : **51270154677**

Option 2 ID : **51270154678**

Option 3 ID : **51270154679**

Option 4 ID : **51270154680**

Status : **Not Answered**

Chosen Option : --

**Comprehension:**

Read the passage carefully and answer the questions :

In the modern times, the most pressing problem in a developing country is unemployment i.e. the inability of a person willing and able to work under reasonable circumstances to find suitable work which they are not getting. It is really a loss to the nation as the unemployed do not contribute anything in building the nation. The immediate effect of unemployment is obviously a reduced income, and as savings are usually insufficient to support the family for any length of time, the result is a fall in the standard of living. Thus, unemployment threatens great privation in food, clothing etc. and causes misery not only to the man directly affected but also to his family. Therefore, an all round effort is needed to solve the problem of unemployment. Development of nation's resources with more investments, capital equipment, increase in the pace of industrialization both in large scale and small scale sectors, agriculture reorganization, a job oriented educational system, manpower planning, checks on growth of population, sound monetary and fiscal policies etc., can be some of the remedies to tackle the problem of unemployment particularly in a country of developing economy. In this connection it is also suggested that labour exchange should be established to bring about equilibrium between demand and supply of labour and provide more regular work for the labourer and minimize the evils of casual labour. The public demand for labour can be increased by undertaking public work programs like construction of public buildings, railways, road, canals etc. This will not only give employment to those who are employed in such works but will stimulate private enterprise by creating demands for goods on the part of those workers.

**SubQuestion No : 143**

**Q.143** According to the passage, what would be the impact of unemployment on a family's standard of living ?

- (1) A shift in family structure due to migration for work
- (2) Decreased access to essential services such as healthcare and education
- (3) Privation in basic needs like food and clothing due to diminished savings
- (4) Increased reliance on government assistance for basic needs

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114033**

Option 1 ID : **51270154669**

Option 2 ID : **51270154670**

Option 3 ID : **51270154671**

Option 4 ID : **51270154672**

Status : **Not Answered**

Chosen Option : --



**Comprehension:**

Read the passage carefully and answer the questions :

In the modern times, the most pressing problem in a developing country is unemployment i.e. the inability of a person willing and able to work under reasonable circumstances to find suitable work which they are not getting. It is really a loss to the nation as the unemployed do not contribute anything in building the nation. The immediate effect of unemployment is obviously a reduced income, and as savings are usually insufficient to support the family for any length of time, the result is a fall in the standard of living. Thus, unemployment threatens great privation in food, clothing etc. and causes misery not only to the man directly affected but also to his family. Therefore, an all round effort is needed to solve the problem of unemployment. Development of nation's resources with more investments, capital equipment, increase in the pace of industrialization both in large scale and small scale sectors, agriculture reorganization, a job oriented educational system, manpower planning, checks on growth of population, sound monetary and fiscal policies etc., can be some of the remedies to tackle the problem of unemployment particularly in a country of developing economy. In this connection it is also suggested that labour exchange should be established to bring about equilibrium between demand and supply of labour and provide more regular work for the labourer and minimize the evils of casual labour. The public demand for labour can be increased by undertaking public work programs like construction of public buildings, railways, road, canals etc. This will not only give employment to those who are employed in such works but will stimulate private enterprise by creating demands for goods on the part of those workers.

**SubQuestion No : 144**

**Q.144** According to the passage, unemployment is a 'Loss to the Nation' primarily because :

- (1) It requires the government to allocate funds for welfare
- (2) Unemployed individuals do not contribute to national development
- (3) It increases the population below the poverty line
- (4) It leads to inflation due to decreased productivity

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114031**

Option 1 ID : **51270154661**

Option 2 ID : **51270154662**

Option 3 ID : **51270154663**

Option 4 ID : **51270154664**

Status : **Not Answered**

Chosen Option : --

**Comprehension:**

Read the passage carefully and answer the questions :

In the modern times, the most pressing problem in a developing country is unemployment i.e. the inability of a person willing and able to work under reasonable circumstances to find suitable work which they are not getting. It is really a loss to the nation as the unemployed do not contribute anything in building the nation. The immediate effect of unemployment is obviously a reduced income, and as savings are usually insufficient to support the family for any length of time, the result is a fall in the standard of living. Thus, unemployment threatens great privation in food, clothing etc. and causes misery not only to the man directly affected but also to his family. Therefore, an all round effort is needed to solve the problem of unemployment. Development of nation's resources with more investments, capital equipment, increase in the pace of industrialization both in large scale and small scale sectors, agriculture reorganization, a job oriented educational system, manpower planning, checks on growth of population, sound monetary and fiscal policies etc., can be some of the remedies to tackle the problem of unemployment particularly in a country of developing economy. In this connection it is also suggested that labour exchange should be established to bring about equilibrium between demand and supply of labour and provide more regular work for the labourer and minimize the evils of casual labour. The public demand for labour can be increased by undertaking public work programs like construction of public buildings, railways, road, canals etc. This will not only give employment to those who are employed in such works but will stimulate private enterprise by creating demands for goods on the part of those workers.

**SubQuestion No : 145**

**Q.145** The passage suggests that labour exchanges should be established for which primary purpose ?

- (1) To reduce the burden on the private sector for job creation
- (2) To improve the overall skill set of labours
- (3) To balance demand and supply of labour
- (4) To provide financial aid to the unemployed individuals

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114034**

Option 1 ID : **51270154673**

Option 2 ID : **51270154674**

Option 3 ID : **51270154675**

Option 4 ID : **51270154676**

Status : **Not Answered**

Chosen Option : --

**Comprehension:**

Read the passage carefully and answer the questions :

Human resource management encounters a multitude of challenges in the contemporary business environment, as indicated by various studies. The primary challenge faced by human resource development is workforce diversity. This involves dimensions such as age, ethnicity, ancestry, gender, physical abilities/qualities, race, sexual orientation, educational background, geographical location, income, marital status, military experience, religious beliefs, parental status, and work experience. The success of any organization relies on the managerial quality of top and middle-level teams that bring innovative ideas, perspectives and views to their work.

Effectively managing and valuing diversity is considered a crucial component of effective people management, leading to improved workplace productivity. Managing diversity goes beyond acknowledge differences; it entails recognizing their value, combating discrimination, and promoting inclusiveness. Managers may face challenges related to workplace losses and decreased productivity due to prejudice and discrimination, as well as complaints and legal actions against the organization. However, these challenges and difficulties related to workplace diversity can be transformed into a strategic organizational asset. By leveraging the talents of individuals from diverse cultural backgrounds, genders, ages and lifestyles, an organisation can fully exploit business opportunities, especially in the global arena. Failure to handle diversity successfully in the organizational environment may lead to the loss talented employees, benefiting competitors and resulting in low productivity and a downturn in the fiscal system.

This is particularly relevant for multinational companies with international operations that recruit individuals from different nations, ethnicities and cultural backgrounds. Therefore, HR managers need to be vigilant and adopt a "Think Global, Act Local" approach in various business situations. This approach involves adopting a global perspective in formulating the company's vision, long term goals, and objectives, and devising an effective strategy to achieve them. However adaptations are made in each market according to the culture and specifications of that specific market.

**SubQuestion No : 146**

**Q.146** According to the passage, which of the following best describes the "Think Global Act Local" approach in HR management ?

- (1) Applying universal company culture across all international markets
- (2) Adapting global strategies to the cultural and market specific needs of each location
- (3) Developing independent business strategies for each regional market
- (4) Prioritising local market goals over global company objectives

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114040**

Option 1 ID : **51270154693**

Option 2 ID : **51270154694**

Option 3 ID : **51270154695**

Option 4 ID : **51270154696**

Status : **Not Answered**

Chosen Option : --

**Comprehension:**

Read the passage carefully and answer the questions :

Human resource management encounters a multitude of challenges in the contemporary business environment, as indicated by various studies. The primary challenge faced by human resource development is workforce diversity. This involves dimensions such as age, ethnicity, ancestry, gender, physical abilities/qualities, race, sexual orientation, educational background, geographical location, income, marital status, military experience, religious beliefs, parental status, and work experience. The success of any organization relies on the managerial quality of top and middle-level teams that bring innovative ideas, perspectives and views to their work.

Effectively managing and valuing diversity is considered a crucial component of effective people management, leading to improved workplace productivity. Managing diversity goes beyond acknowledge differences; it entails recognizing their value, combating discrimination, and promoting inclusiveness. Managers may face challenges related to workplace losses and decreased productivity due to prejudice and discrimination, as well as complaints and legal actions against the organization. However, these challenges and difficulties related to workplace diversity can be transformed into a strategic organizational asset. By leveraging the talents of individuals from diverse cultural backgrounds, genders, ages and lifestyles, an organisation can fully exploit business opportunities, especially in the global arena. Failure to handle diversity successfully in the organizational environment may lead to the loss talented employees, benefiting competitors and resulting in low productivity and a downturn in the fiscal system.

This is particularly relevant for multinational companies with international operations that recruit individuals from different nations, ethnicities and cultural backgrounds. Therefore, HR managers need to be vigilant and adopt a "Think Global, Act Local" approach in various business situations. This approach involves adopting a global perspective in formulating the company's vision, long term goals, and objectives, and devising an effective strategy to achieve them. However adaptations are made in each market according to the culture and specifications of that specific market.

**SubQuestion No : 147**

**Q.147** The passage suggests that workforce diversity encompasses a wide range of characteristics. Which of the following best explains the need for HR to manage these characteristics effectively ?

- (1) To create a standard cultural environment in the workplace
- (2) To prevent loss of productivity due to discrimination and prejudice
- (3) To ensure that the company meets Government employment quotas
- (4) To avoid market specific cultural adaptations

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114038**

Option 1 ID : **51270154685**

Option 2 ID : **51270154686**

Option 3 ID : **51270154687**

Option 4 ID : **51270154688**

Status : **Not Answered**

Chosen Option : --



**Comprehension:**

Read the passage carefully and answer the questions :

Human resource management encounters a multitude of challenges in the contemporary business environment, as indicated by various studies. The primary challenge faced by human resource development is workforce diversity. This involves dimensions such as age, ethnicity, ancestry, gender, physical abilities/qualities, race, sexual orientation, educational background, geographical location, income, marital status, military experience, religious beliefs, parental status, and work experience. The success of any organization relies on the managerial quality of top and middle-level teams that bring innovative ideas, perspectives and views to their work.

Effectively managing and valuing diversity is considered a crucial component of effective people management, leading to improved workplace productivity. Managing diversity goes beyond acknowledge differences; it entails recognizing their value, combating discrimination, and promoting inclusiveness. Managers may face challenges related to workplace losses and decreased productivity due to prejudice and discrimination, as well as complaints and legal actions against the organization. However, these challenges and difficulties related to workplace diversity can be transformed into a strategic organizational asset. By leveraging the talents of individuals from diverse cultural backgrounds, genders, ages and lifestyles, an organisation can fully exploit business opportunities, especially in the global arena. Failure to handle diversity successfully in the organizational environment may lead to the loss talented employees, benefiting competitors and resulting in low productivity and a downturn in the fiscal system.

This is particularly relevant for multinational companies with international operations that recruit individuals from different nations, ethnicities and cultural backgrounds. Therefore, HR managers need to be vigilant and adopt a "Think Global, Act Local" approach in various business situations. This approach involves adopting a global perspective in formulating the company's vision, long term goals, and objectives, and devising an effective strategy to achieve them. However adaptations are made in each market according to the culture and specifications of that specific market.

**SubQuestion No : 148**

**Q.148** Which factor is not mentioned as part of the challenges HR managers face in managing a diverse workforce ?

- (1) Handling workforce losses due to prejudice
- (2) Addressing decreased productivity from discrimination
- (3) Ensuring uniformity in employee opinions and beliefs
- (4) Managing legal actions against the organisation

**Options** 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114039**

Option 1 ID : **51270154689**

Option 2 ID : **51270154690**

Option 3 ID : **51270154691**

Option 4 ID : **51270154692**

Status : **Not Answered**

Chosen Option : --

**Comprehension:**

Read the passage carefully and answer the questions :

Human resource management encounters a multitude of challenges in the contemporary business environment, as indicated by various studies. The primary challenge faced by human resource development is workforce diversity. This involves dimensions such as age, ethnicity, ancestry, gender, physical abilities/qualities, race, sexual orientation, educational background, geographical location, income, marital status, military experience, religious beliefs, parental status, and work experience. The success of any organization relies on the managerial quality of top and middle-level teams that bring innovative ideas, perspectives and views to their work.

Effectively managing and valuing diversity is considered a crucial component of effective people management, leading to improved workplace productivity. Managing diversity goes beyond acknowledge differences; it entails recognizing their value, combating discrimination, and promoting inclusiveness. Managers may face challenges related to workplace losses and decreased productivity due to prejudice and discrimination, as well as complaints and legal actions against the organization. However, these challenges and difficulties related to workplace diversity can be transformed into a strategic organizational asset. By leveraging the talents of individuals from diverse cultural backgrounds, genders, ages and lifestyles, an organisation can fully exploit business opportunities, especially in the global arena. Failure to handle diversity successfully in the organizational environment may lead to the loss talented employees, benefiting competitors and resulting in low productivity and a downturn in the fiscal system.

This is particularly relevant for multinational companies with international operations that recruit individuals from different nations, ethnicities and cultural backgrounds. Therefore, HR managers need to be vigilant and adopt a "Think Global, Act Local" approach in various business situations. This approach involves adopting a global perspective in formulating the company's vision, long term goals, and objectives, and devising an effective strategy to achieve them. However adaptations are made in each market according to the culture and specifications of that specific market.

**SubQuestion No : 149**

**Q.149** Which of the following aspect is not mentioned in the passage as a dimension of workforce diversity ?

- (1) Political beliefs
- (2) Parental status
- (3) Educational background
- (4) Military experience

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114037**

Option 1 ID : **51270154681**

Option 2 ID : **51270154682**

Option 3 ID : **51270154683**

Option 4 ID : **51270154684**

Status : **Not Answered**

Chosen Option : --

**Comprehension:**

Read the passage carefully and answer the questions :

Human resource management encounters a multitude of challenges in the contemporary business environment, as indicated by various studies. The primary challenge faced by human resource development is workforce diversity. This involves dimensions such as age, ethnicity, ancestry, gender, physical abilities/qualities, race, sexual orientation, educational background, geographical location, income, marital status, military experience, religious beliefs, parental status, and work experience. The success of any organization relies on the managerial quality of top and middle-level teams that bring innovative ideas, perspectives and views to their work.

Effectively managing and valuing diversity is considered a crucial component of effective people management, leading to improved workplace productivity. Managing diversity goes beyond acknowledge differences; it entails recognizing their value, combating discrimination, and promoting inclusiveness. Managers may face challenges related to workplace losses and decreased productivity due to prejudice and discrimination, as well as complaints and legal actions against the organization. However, these challenges and difficulties related to workplace diversity can be transformed into a strategic organizational asset. By leveraging the talents of individuals from diverse cultural backgrounds, genders, ages and lifestyles, an organisation can fully exploit business opportunities, especially in the global arena. Failure to handle diversity successfully in the organizational environment may lead to the loss talented employees, benefiting competitors and resulting in low productivity and a downturn in the fiscal system.

This is particularly relevant for multinational companies with international operations that recruit individuals from different nations, ethnicities and cultural backgrounds. Therefore, HR managers need to be vigilant and adopt a "Think Global, Act Local" approach in various business situations. This approach involves adopting a global perspective in formulating the company's vision, long term goals, and objectives, and devising an effective strategy to achieve them. However adaptations are made in each market according to the culture and specifications of that specific market.

**SubQuestion No : 150**

**Q.150** How many workplace diversity become a strategic organisational asset as per the passage ?

- (1) By standardising employment practices across all markets
- (2) By enforcing uniformity in employee behaviour
- (3) By reducing the need for cross cultural training
- (4) By leveraging the unique talents and perspectives of a diverse workforce

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **51270114041**

Option 1 ID : **51270154697**

Option 2 ID : **51270154698**

Option 3 ID : **51270154699**

Option 4 ID : **51270154700**

Status : **Not Answered**

Chosen Option : --