

Q.51 Match the LIST-I with LIST-II

LIST-I Directive Principles of State Policy		LIST-II Article	
A.	Provision for just and humane conditions of work and maternity relief	I.	Article 47
B.	Duty of the State to raise the level of nutrition and the standard of living and to promote public health	II.	Article 41
C.	Right to work, to education and to public assistance in certain cases	III.	Article 42
D.	Living wage, etc, for workers	IV.	Article 43

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878404**

Option 1 ID : **61198732749**

Option 2 ID : **61198732750**

Option 3 ID : **61198732751**

Option 4 ID : **61198732752**

Status : **Answered**

Chosen Option : **3**

Q.52 Match the LIST-I with LIST-II - Act Section with Uncommon Provision

LIST-I (Act Section)		LIST-II (Uncommon Provisions)	
A.	Employees's Compensation Act - Section 10	I.	Wages in kind
B.	Payment of Wages Act - Section 13A	II.	Claim applications for education from wages
C.	Minimum Wages Act - Section 11	III.	Maintenance of registers and record
D.	Employee Provident Fund Act - Section 7A	IV.	Notice and claim

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

1. A-III, B-II, C-I, D-IV
2. A-IV, B-I, C-II, D-III
3. A-IV, B-II, C-III, 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 : **6119878402**

Option 1 ID : **61198732741**

Option 2 ID : **61198732742**

Option 3 ID : **61198732743**

Option 4 ID : **61198732744**

Status : **Answered**

Chosen Option : **2**

Q.53 To be beneficiary of the Building and Other Construction Workers (Regulations of Employment and Conditions of Service) Act, 1996, the building worker:

- A. Should have completed 18 years of age
- B. Should not have completed 58 years of age
- C. Should not have completed 60 years of age
- D. Should have been engaged in any building or other construction work for not less than 90 days during the proceeding 12 months
- E. Should have completed 16 years of age

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

- 1. A, C, D Only
- 2. B, C, D Only
- 3. D, B, A Only
- 4. E, B, C Only

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878381**

Option 1 ID : **61198732657**

Option 2 ID : **61198732658**

Option 3 ID : **61198732659**

Option 4 ID : **61198732660**

Status : **Answered**

Chosen Option : **3**

Q.54 The offices of Welfare Commissions that are responsible for providing welfare services to workers employed in Mica, Limestone, Iron Ore, Manganese, Chrome Ore Mines and in Beedi and Cinema industries have their offices at:

- A. Prayagraj (Allahabad), Jabalpur
- B. Ajmer, Bengaluru
- C. Kolkatta, Jharkhand (Karma)
- D. Bhubaneshwar, Nagpur, Hyderabad
- E. Jammu, Patna

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

- 1. B Only
- 2. B, C Only
- 3. A, E, D Only
- 4. A, B, C, D Only

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878379**

Option 1 ID : **61198732649**

Option 2 ID : **61198732650**

Option 3 ID : **61198732651**

Option 4 ID : **61198732652**

Status : **Answered**

Chosen Option : **4**

Q.55 Arrange the following Provision of the Industrial Employment (Standing Orders) Act, 1946 as per their sections.

- A. Date of operation of standing orders
- B. Certification of standing orders
- C. Register of standing orders
- D. Display of standing orders
- E. Duration and modification of standing orders

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

- 1. B, E, C, A, D
- 2. A, C, B, D, E
- 3. B, A, E, C, D
- 4. A, B, D, C, E

Options 1. 1

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

Question Type : MCQ

Question ID : 6119878365

Option 1 ID : 61198732593

Option 2 ID : 61198732594

Option 3 ID : 61198732595

Option 4 ID : 61198732596

Status : Answered

Chosen Option : 4

Q.56 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: PCNs (Parent Country Nationals) are the best people for assignment because of special skills and experiences.

Reason R: PCNs may have difficulty in exercising effective control over the subsidiary's operations.

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

- 1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
- 2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
- 3. **A** is correct but **R** is not correct
- 4. **A** is not correct but **R** is correct

Options 1. 1

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

Question Type : MCQ

Question ID : 6119878341

Option 1 ID : 61198732497

Option 2 ID : 61198732498

Option 3 ID : 61198732499

Option 4 ID : 61198732500

Status : Answered

Chosen Option : 4

Q.57 Which one is not an element of directing?

1. Supervision
2. Motivation
3. Leadership
4. Budgetary control

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 6119878317

Option 1 ID : 61198732401

Option 2 ID : 61198732402

Option 3 ID : 61198732403

Option 4 ID : 61198732404

Status : Answered

Chosen Option : 4

Q.58 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Workers employed through contractors are not entitled to minimum wages as per the Minimum Wages Act, 1948.

Reason R: Principal employer is liable to ensure payment of minimum wages.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 6119878349

Option 1 ID : 61198732529

Option 2 ID : 61198732530

Option 3 ID : 61198732531

Option 4 ID : 61198732532

Status : Answered

Chosen Option : 4

Q.59 Components of the Construct - Achievement Motivation have been identified by Cassidy and Lynn (1989):

- A. Work Ethics, Acquisitiveness
- B. Mastery, Competitiveness
- C. Status Aspirations, Pursuit of Excellence
- D. Affordability, Approachable
- E. Existence

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

- 1. A, B Only
- 2. B, C Only
- 3. A, B, C Only
- 4. D, E Only

Options 1. 1

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

Question Type : MCQ

Question ID : 6119878376

Option 1 ID : 61198732637

Option 2 ID : 61198732638

Option 3 ID : 61198732639

Option 4 ID : 61198732640

Status : Answered

Chosen Option : 3

Q.60 The marginal productivity theory of wages is based on the following assumptions such as :

- A. Homogeneity of labour
- B. Law of increasing returns
- C. Mobility of factors of production
- D. Existence of perfect competition
- E. Possibility of substitution of factors of production for each other

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

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

Options 1. 1

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

Question Type : MCQ

Question ID : 6119878388

Option 1 ID : 61198732685

Option 2 ID : 61198732686

Option 3 ID : 61198732687

Option 4 ID : 61198732688

Status : Answered

Chosen Option : 2

Q.61 Match the LIST-I with LIST-II

LIST-I (Labour Legislation/Act)		LIST-II (Applicability with nos. of workers)	
A. Factories Act, 1948	I.	Twenty (20) or more	
B. Inter-State Migration Act, 1979	II.	Twenty (20) or more without the Aid of power	
C. Building and Other Construction Workers' Act, 1996	III.	Five (5) or more	
D. Contract Labour Act, 1970	IV.	Ten (10) or more	

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

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

- Options**
1. 1
 2. 2
 3. 3
 4. 4

Question Type : **MCQ**

Question ID : **6119878399**

Option 1 ID : **61198732729**

Option 2 ID : **61198732730**

Option 3 ID : **61198732731**

Option 4 ID : **61198732732**

Status : **Answered**

Chosen Option : **3**

Q.62 Match the LIST-I with LIST-II

LIST-I (Unions)		LIST-II (Features)	
A.	Enterprise Unions	I.	Unions of workers cutting across the boundaries of occupation or industries.
B.	General Unions	II.	Unions are federations which group workers unions vertically or horizontally with a view to co-ordinate them.
C.	Occupational Unions	III.	Usually with no resistance from either the employer or the state.
D.	Territorial Unions	IV.	Unions of worker organised in a single - sector industry or beyond the industry sector.

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

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

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878396**

Option 1 ID : **61198732717**

Option 2 ID : **61198732718**

Option 3 ID : **61198732719**

Option 4 ID : **61198732720**

Status : **Answered**

Chosen Option : **2**

Q.63 Arrange the following steps in the correct sequence as per the process of fixation/revision of minimum wages under the Minimum Wages Act, 1948 :

- A. Government publishes proposals for wage fixation in the Official Gazette and invites objections/suggestions.
- B. Appropriate Government appoints Committees/Sub-committees or Advisory wages.
- C. Government considers reports or objections and finalizes minimum wages.
- D. Government notifies minimum wages in the Official Gazette, making them enforceable.
- E. Minimum wages are reviewed/revise at intervals not exceeding five years.

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

- 1. A, B, C, D, E
- 2. B, A, C, D, E
- 3. E, D, C, B, A
- 4. C, A, B, D, E

Options 1. 1

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

Question Type : **MCQ**
Question ID : **6119878368**
Option 1 ID : **61198732605**
Option 2 ID : **61198732606**
Option 3 ID : **61198732607**
Option 4 ID : **61198732608**
Status : **Answered**
Chosen Option : **2**

Q.64 Match the LIST-I with LIST-II

LIST-I (Approach)		LIST-II (Features)	
A.	Empirical or Case Approach	I.	Ignores planning, organizing and controlling
B.	Interpersonal Approach	II.	Limited value for developing management theory
C.	Sociotechnical Systems Approach	III.	Difficulty in determining all the factors
D.	Contingency or Situational Approach	IV.	Emphasis only on blue-collar

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

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

Options 1. 1

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

Question Type : **MCQ**
Question ID : **6119878389**
Option 1 ID : **61198732689**
Option 2 ID : **61198732690**
Option 3 ID : **61198732691**
Option 4 ID : **61198732692**
Status : **Answered**
Chosen Option : **1**

Q.65 The Industrial Disputes Act, 1947 came into force on:

1. 15th August 1947
2. 1st April 1947
3. 1st March 1948
4. 26th January 1950

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878328**

Option 1 ID : **61198732445**

Option 2 ID : **61198732446**

Option 3 ID : **61198732447**

Option 4 ID : **61198732448**

Status : **Answered**

Chosen Option : **3**

Q.66 The Royal Commission on Labour was appointed in 1928 and it submitted its report in _____.

1. 1931
2. 1928
3. 1929
4. 1930

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878336**

Option 1 ID : **61198732477**

Option 2 ID : **61198732478**

Option 3 ID : **61198732479**

Option 4 ID : **61198732480**

Status : **Answered**

Chosen Option : **1**

Q.67 Arrange the following stages in the erosion of managerial prerogatives as per their period in ascending order.

- A. Laissez - faire
- B. Militant Bilateralism
- C. Pluralist Bilateralism
- D. Grudging Bilateralism
- E. Paternalistic Unilateralism

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

1. A, E, D, B, C
2. A, B, C, D, E
3. A, C, E, B, D
4. A, D, B, C, E

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878364**

Option 1 ID : **61198732589**

Option 2 ID : **61198732590**

Option 3 ID : **61198732591**

Option 4 ID : **61198732592**

Status : **Answered**

Chosen Option : **3**

Q.68 Match the LIST-I with LIST-II

LIST-I (Section of Industrial Disputes Act)	LIST-II (Provision)
A. Section 22 (1)	I. Prohibition of financial aid to illegal strike and lock-out
B. Section 23	II. Illegal strike and lock-out
C. Section 24 (1)	III. General prohibition of strike and lock-out
D. Section 25	IV. Prohibition of strike and lock-out

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878398**

Option 1 ID : **61198732725**

Option 2 ID : **61198732726**

Option 3 ID : **61198732727**

Option 4 ID : **61198732728**

Status : **Answered**

Chosen Option : **3**

Q.69 According to Dunlop, the core elements of the System Model of Industrial relations are :

- A. Actors
- B. Context
- C. Ideologies
- D. Rules
- E. Relations

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

1. A, B and C Only
2. A, B, C and D 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 : **6119878377**

Option 1 ID : **61198732641**

Option 2 ID : **61198732642**

Option 3 ID : **61198732643**

Option 4 ID : **61198732644**

Status : **Answered**

Chosen Option : **2**

Q.70 Match the LIST-I with LIST-II

LIST-I Applicability of law		LIST-II Coverage	
A.	Employee Provident Fund and Miscellaneous Provision Act, 1952	I.	Applies to "Scheduled Employments" notified by Government
B.	Employee's Compensation Act, 1923	II.	Applies to employees drawing wages up to ₹24,000/month (as 2017 amendment)
C.	Payment of Wages Act, 1936	III.	Covers employees in specified hazardous/ industrial employment regardless of wage limit
D.	Minimum Wages Act, 1948	IV.	Establishments with 20+ employees; Govt may apply to smaller ones

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878401**

Option 1 ID : **61198732737**

Option 2 ID : **61198732738**

Option 3 ID : **61198732739**

Option 4 ID : **61198732740**

Status : **Answered**

Chosen Option : **3**

Q.71 Forces influencing social and labour legislations in India.

- A. Influence of colonial rule
- B. Struggle for national emancipation
- C. Adoption of Indian Constitution in 1950
- D. Archaic ideas of Indians social system
- E. Rise of Trade Unionism

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

- 1. E, D, A Only
- 2. C, D, E, A Only
- 3. A, B, C, D Only
- 4. C, D, A Only

Options 1. 1
2. 2
3. 3
4. 4

Question Type : MCQ
Question ID : 6119878382
Option 1 ID : 61198732661
Option 2 ID : 61198732662
Option 3 ID : 61198732663
Option 4 ID : 61198732664
Status : Answered
Chosen Option : 2

Q.72 Indian Labour Laws enacted from the earliest to recent/ latest in the following list.

- A. Factories Act
- B. Contract Labour (Regulation & Abolition) Act
- C. Plantation Labour Act
- D. Child Labour (Prohibition and Regulation) Act
- E. Mines Act

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

- 1. A, C, E, B, D
- 2. B, C, D, E, A
- 3. C, D, E, A, B
- 4. D, E, A, B, C

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878366**

Option 1 ID : **61198732597**

Option 2 ID : **61198732598**

Option 3 ID : **61198732599**

Option 4 ID : **61198732600**

Status : **Answered**

Chosen Option : **1**

Q.73 Arrange the following schemes in ascending order as per their implementation.

- A. Pradhan Mantri Rozgar Protsahan Yojna
- B. Atamnirbhar Bharat Rozgar Yojna
- C. National Career Service
- D. Shram Suvidha Portal
- E. ESIC SPREE

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

- 1. D, A, C, E, B
- 2. A, B, C, D, E
- 3. D, C, A, B, E
- 4. A, C, D, E, B

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878371**

Option 1 ID : **61198732617**

Option 2 ID : **61198732618**

Option 3 ID : **61198732619**

Option 4 ID : **61198732620**

Status : **Answered**

Chosen Option : **3**

Q.74 Labour Law is enacted on the Principle of Protection:

- 1. Industry Slavery Act, 1843
- 2. Trade Unions Act, 1926
- 3. Maternity Benefit Act, 1961
- 4. Factories Act, 1948

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878330**

Option 1 ID : **61198732453**

Option 2 ID : **61198732454**

Option 3 ID : **61198732455**

Option 4 ID : **61198732456**

Status : **Answered**

Chosen Option : **4**

Q.75 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Collective bargaining is a method by which trade unions protect, safeguard, and improve the conditions of the working lives of their members.

Reason R: Collective bargaining is a complex web of relationships through which the terms and conditions of employment are negotiated and agreed upon by the employers and organized Labour.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878344**

Option 1 ID : **61198732509**

Option 2 ID : **61198732510**

Option 3 ID : **61198732511**

Option 4 ID : **61198732512**

Status : **Answered**

Chosen Option : **1**

Q.76 The Tough-guy macho culture was proposed by:

1. Deal and Kennedy (1982)
2. Peter and Waterman (1982)
3. Oglonna (1992)
4. Pettigrew (1990)

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878322**

Option 1 ID : **61198732421**

Option 2 ID : **61198732422**

Option 3 ID : **61198732423**

Option 4 ID : **61198732424**

Status : **Answered**

Chosen Option : **2**

Q.77 The principle of "unity of command" is most closely related to:

- A. Supervising
- B. Directing, Supervising
- C. Directing, Planning, Controlling
- D. Directing, Organizing
- E. Organizing

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

- 1. A, B Only
- 2. C Only
- 3. A, E Only
- 4. D, A Only

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878372**

Option 1 ID : **61198732621**

Option 2 ID : **61198732622**

Option 3 ID : **61198732623**

Option 4 ID : **61198732624**

Status : **Answered**

Chosen Option : **2**

Q.78 Match the following core job characteristics.

LIST-I		LIST-II	
A.	Skill Variety	I.	Amount of freedom, independence and employees has in determining to do job
B.	Task Identity	II.	Degree to which a job requires a person to do different things
C.	Task Significance	III.	Degree to which the job has a significant impact on others inside/out
D.	Autonomy	IV.	Degree to which a person can do job from beginning to end with visible outcome.

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878392**

Option 1 ID : **61198732701**

Option 2 ID : **61198732702**

Option 3 ID : **61198732703**

Option 4 ID : **61198732704**

Status : **Answered**

Chosen Option : **4**

Q.79 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: IHRM activities impact the process of managing human resources in enterprises in the global environment.

Reason R: HRM faces challenges in developing global mindset inside the HR Function which impacts management of people worldwide.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878342**

Option 1 ID : **61198732501**

Option 2 ID : **61198732502**

Option 3 ID : **61198732503**

Option 4 ID : **61198732504**

Status : **Answered**

Chosen Option : **1**

Q.80 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Labour legislation is a form of social legislation.

Reason R: Labour legislations regard individual as a worker, whereas social legislations consider him priority as a citizen.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878348**

Option 1 ID : **61198732525**

Option 2 ID : **61198732526**

Option 3 ID : **61198732527**

Option 4 ID : **61198732528**

Status : **Answered**

Chosen Option : 1

Q.81 The concept of "work from home" is most closely related to which of the following?

1. Human relations movement
2. Flexi - work
3. Unionisation
4. Centralisation

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878320**

Option 1 ID : **61198732413**

Option 2 ID : **61198732414**

Option 3 ID : **61198732415**

Option 4 ID : **61198732416**

Status : **Answered**

Chosen Option : 2

Q.82 Sequentially arrange the following legislations from oldest to latest.

- A. The Employees Compensation Act
- B. The Employees State Insurance Act
- C. The Maternity Benefit Act
- D. The Payment of Gratuity Act
- E. Unorganized Workers Social Security Act

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

- 1. A, B, C, D, E
- 2. A, C, D, E, B
- 3. E, D, C, B, A
- 4. E, B, A, C, D

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 6119878369

Option 1 ID : 61198732609

Option 2 ID : 61198732610

Option 3 ID : 61198732611

Option 4 ID : 61198732612

Status : Answered

Chosen Option : 1

Q.83 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Staffing includes human resource development as well as appraisal.

Reason R: Because staffing ends once employees are recruited.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878338**

Option 1 ID : **61198732485**

Option 2 ID : **61198732486**

Option 3 ID : **61198732487**

Option 4 ID : **61198732488**

Status : **Answered**

Chosen Option : **3**

Q.84 Which among the following are the steps of Expatriate Performance Management:

- A. Linkage to organizational strategy
- B. Setting individual performance goals
- C. Linking results with rewards
- D. Appraising the performance
- E. Providing opportunities for improvement

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

1. C, B, D, A, E
2. A, B, D, E, C
3. D, C, A, B, E
4. E, A, C, B, D

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878360**

Option 1 ID : **61198732573**

Option 2 ID : **61198732574**

Option 3 ID : **61198732575**

Option 4 ID : **61198732576**

Status : **Answered**

Chosen Option : **2**

Q.85 Match the LIST-I with LIST-II

LIST-I (Types of Unemployment)		LIST-II (Features)	
A. Structural Unemployment	I.	Whenever excess workers who do not contribute to the work are employed.	
B. Frictional Unemployment	II.	When there is a mismatch between the sufficiently skilled workers seeking employment and demand in the labour market	
C. Disguised Unemployment	III.	When an employment is terminated due to any reason it takes some time for the person to find suitable employment again	
D. Cyclical Unemployment	IV.	When unemployment moves with the trade cycle and due to economic disequilibrium	

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878406**

Option 1 ID : **61198732757**

Option 2 ID : **61198732758**

Option 3 ID : **61198732759**

Option 4 ID : **61198732760**

Status : **Answered**

Chosen Option : **3**

Q.86 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: French and Raven (1958) identified "Referent Power" as one of types of power.

Reason R: They gave five different types of power and it's one of them.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878343**

Option 1 ID : **61198732505**

Option 2 ID : **61198732506**

Option 3 ID : **61198732507**

Option 4 ID : **61198732508**

Status : **Answered**

Chosen Option : **1**

Q.87 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Decision-making is the essence of planning.

Reason R: Without choosing among alternatives, planning cannot provide direction.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878337**

Option 1 ID : **61198732481**

Option 2 ID : **61198732482**

Option 3 ID : **61198732483**

Option 4 ID : **61198732484**

Status : **Answered**

Chosen Option : 1

Q.88 Arrange the following steps of the performance management cycle in the correct sequence.

- A. Performance Appraisal
- B. Performance Planning (Goal Setting)
- C. Performance Monitoring and Coaching
- D. Reward and Recognition
- E. Feedback and Performance Review

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

1. B, C, A, E, D
2. D, E, A, C, B
3. E, C, A, D, B
4. B, D, A, C, E

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878358**

Option 1 ID : **61198732565**

Option 2 ID : **61198732566**

Option 3 ID : **61198732567**

Option 4 ID : **61198732568**

Status : **Answered**

Chosen Option : 1

Q.89 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Under the payments of wages fine imposed must be recovered within 180 days as per the Payments of Wages Act, 1936.

Reason R: Section 8(6) of Payments of Wages Act, 1936 restricts recovery period for fines.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options

1. 1
2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878350**

Option 1 ID : **61198732533**

Option 2 ID : **61198732534**

Option 3 ID : **61198732535**

Option 4 ID : **61198732536**

Status : **Answered**

Chosen Option : **1**

Q.90 Schwartz (1992) placed the values of people into _____ categories.

1. Seven
2. Eight
3. Nine
4. Ten

Options

1. 1
2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878321**

Option 1 ID : **61198732417**

Option 2 ID : **61198732418**

Option 3 ID : **61198732419**

Option 4 ID : **61198732420**

Status : **Answered**

Chosen Option : **1**

Q.91 Behaviour modeling training technique involves:-

- A. Showing trainees the right way of doing something.
- B. Letting trainee practice
- C. Showing trainees quantity of research papers
- D. Giving feedback on the trainees performance
- E. Showing organization shortcomings to trainees.

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

- 1. A, B, D Only
- 2. A, B, C, D, E
- 3. A, C, B, E Only
- 4. A, B, C Only

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 6119878374

Option 1 ID : 61198732629

Option 2 ID : 61198732630

Option 3 ID : 61198732631

Option 4 ID : 61198732632

Status : Answered

Chosen Option : 1

Q.92 Forces influencing modern/social and labour legislation can be arranged in sequence as:

- A. Early Industrialisation and rise of trade unionism
- B. Rise of socialist and revolutionary Ideas
- C. Growth of political freedom and extension of franchise
- D. Growth of humanitarianism, and social welfare and social justice
- E. Formation of International Labour Organization

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

- 1. A, B, C, D, E
- 2. A, C, D, B, E
- 3. A, C, E, D, B
- 4. A, C, B, D, E

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878367**

Option 1 ID : **61198732601**

Option 2 ID : **61198732602**

Option 3 ID : **61198732603**

Option 4 ID : **61198732604**

Status : **Answered**

Chosen Option : **4**

Q.93 According sequentially arrange the following process of Repatriation.

- A. Physical Relocation
- B. Transition
- C. Preparation
- D. Readjustment

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

- 1. C, A, B, D
- 2. D, B, A, C
- 3. C, D, A, B
- 4. B, D, A, C

Options 1. 1

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

Question Type : **MCQ**
Question ID : **6119878359**
Option 1 ID : **61198732569**
Option 2 ID : **61198732570**
Option 3 ID : **61198732571**
Option 4 ID : **61198732572**
Status : **Answered**
Chosen Option : **1**

Q.94 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Intellectual and human capital are treated as renewable sources of productivity.

Reason R: Organizations try to cultivate these sources, hoping for added innovation or creativity.

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

- 1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
- 2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
- 3. **A** is correct but **R** is not correct
- 4. **A** is not correct but **R** is correct

Options 1. 1

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

Question Type : **MCQ**
Question ID : **6119878354**
Option 1 ID : **61198732549**
Option 2 ID : **61198732550**
Option 3 ID : **61198732551**
Option 4 ID : **61198732552**
Status : **Answered**
Chosen Option : **4**

Q.95 The time limit for the payment of bonus under the Payment of Bonus Act, 1965 after accounting year end is _____:

1. 3 months
2. 8 months
3. 6 months
4. 1 year

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878331**

Option 1 ID : **61198732457**

Option 2 ID : **61198732458**

Option 3 ID : **61198732459**

Option 4 ID : **61198732460**

Status : **Answered**

Chosen Option : **2**

Q.96 In which book John T. Dunlop presented an analytical framework of Industrial Relations?

1. Industrial Relations System
2. Industry and Humanity
3. Growth of Trade Unions: An Area Study
4. Human Resource Management

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878326**

Option 1 ID : **61198732437**

Option 2 ID : **61198732438**

Option 3 ID : **61198732439**

Option 4 ID : **61198732440**

Status : **Answered**

Chosen Option : **1**

Q.97 Sequentially arrange the following legislation from latest to oldest.

- A. The Factories Act
- B. Beedi and Cigar Works (Conditions of Employment and Service) Act
- C. Beedi Workers Welfare Fund Act
- D. Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act
- E. Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act

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

- 1. E, D, C, B, A
- 2. A, C, D, E, B
- 3. A, B, D, E, C
- 4. B, C, A, D, E

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878370**

Option 1 ID : **61198732613**

Option 2 ID : **61198732614**

Option 3 ID : **61198732615**

Option 4 ID : **61198732616**

Status : **Answered**

Chosen Option : **1**

Q.98 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Promote measures for securing and preserving amity and good relations between the employers and the employees.

Reason R: To minimize the difference and to get the disputes settled through adjudicatory authorities.

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

- 1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
- 2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
- 3. **A** is correct but **R** is not correct
- 4. **A** is not correct but **R** is correct

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878346**

Option 1 ID : **61198732517**

Option 2 ID : **61198732518**

Option 3 ID : **61198732519**

Option 4 ID : **61198732520**

Status : **Answered**

Chosen Option : **3**

Q.99 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Marginal Revenue Productivity of Labour (MRPL) is a theory of the demand for labour market wage determinations, where workers are assumed to be paid the value of their marginal revenue product to the business.

Reason R: Marginal revenue product measures the change in total revenue for a firm from selling the output produced by additional workers employed.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878353**

Option 1 ID : **61198732545**

Option 2 ID : **61198732546**

Option 3 ID : **61198732547**

Option 4 ID : **61198732548**

Status : **Answered**

Chosen Option : **1**

Q.100 The four styles of leadership regarding the management culture of an organization given by Likert (1967) doesn't include which one of the following:

1. Exploitive Authoritative
2. Participative
3. Quality Enhancement
4. Benevolent Authoritative

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878324**

Option 1 ID : **61198732429**

Option 2 ID : **61198732430**

Option 3 ID : **61198732431**

Option 4 ID : **61198732432**

Status : **Answered**

Chosen Option : **3**

Q.101 Ouchi's (1981) Approach regarding organisational cultures has the following type:

- A. Commitment to employee
- B. Careers, evaluation, concern for people
- C. Control, responsibility
- D. Decision making
- E. Common language

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

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

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878375**

Option 1 ID : **61198732633**

Option 2 ID : **61198732634**

Option 3 ID : **61198732635**

Option 4 ID : **61198732636**

Status : **Answered**

Chosen Option : **4**

Q.102 Which of the following is not a part of conciliation under the Industrial Disputes Act, 1947?

- 1. Works committee
- 2. Conciliation officer
- 3. Board of conciliation
- 4. Labour court

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878327**

Option 1 ID : **61198732441**

Option 2 ID : **61198732442**

Option 3 ID : **61198732443**

Option 4 ID : **61198732444**

Status : **Answered**

Chosen Option : **4**

Q.103 The three phases of skills development regarding Cognitive Learning given by Fitts (1962) is:

1. Cognitive, Associative, Autonomous
2. Cognitive, Assertive, Independent
3. Comprehensive, Associative, Indicative
4. Compulsive, Assertive, Autonomous

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878323**

Option 1 ID : **61198732425**

Option 2 ID : **61198732426**

Option 3 ID : **61198732427**

Option 4 ID : **61198732428**

Status : **Answered**

Chosen Option : **1**

Q.104 In which year Prof. B. P. Adarkar was appointed to prepare a scheme of health for Industrial Workers?

1. 1943
2. 1948
3. 1942
4. 1944

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878334**

Option 1 ID : **61198732469**

Option 2 ID : **61198732470**

Option 3 ID : **61198732471**

Option 4 ID : **61198732472**

Status : **Answered**

Chosen Option : **4**

Q.105 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: HR Departments are now focusing more on employee well-being and mental health program.

Reason R: A stressed and less motivated employee has low productivity and increased healthcare cards.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878339**

Option 1 ID : **61198732489**

Option 2 ID : **61198732490**

Option 3 ID : **61198732491**

Option 4 ID : **61198732492**

Status : **Answered**

Chosen Option : 1

Q.106 Under the Payment of Wages Act, in Factory or establishment where, more than 1000 and less than 1000 employees are employed the wages to be paid before:

- A. In case of less than 1000 employees wages to be paid before the expiry 26th day of every month
- B. In case of less than 1000 employees before the expiry of the 7th day of every month
- C. In case of more than 1000 employees before the expiry of the 5th day of every month
- D. In case of more than 1000 employees before the expiry of the 10th day of every month
- E. In case of more than 1000 employees before the expiry of the 15th day of every month

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

1. A and B Only
2. B and D Only
3. E and C Only
4. B and C Only

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878383**

Option 1 ID : **61198732665**

Option 2 ID : **61198732666**

Option 3 ID : **61198732667**

Option 4 ID : **61198732668**

Status : **Answered**

Chosen Option : 2

Q.107 Match the LIST-I with LIST-II

LIST-I (Employers' Attitude)		LIST-II (Behaviour towards Unions)	
A.	Contempt	I.	Paternal
B.	Adversarial	II.	Business - like
C.	Acceptance	III.	Participative
D.	Cooperation	IV.	Dictatorial

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878395**

Option 1 ID : **61198732713**

Option 2 ID : **61198732714**

Option 3 ID : **61198732715**

Option 4 ID : **61198732716**

Status : **Answered**

Chosen Option : 1

Q.108 Match the LIST-I with LIST-II

The Workmen's Compensation Act, 1923

LIST-I Provisions		LIST-II Sections	
A.	Dependent	I.	Section 2(1)(h)
B.	Partial Disablement	II.	Section 2(1)(e)
C.	Total Disablement	III.	Section 2(1)(g)
D.	Workman	IV.	Section 2(1)(d)

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878403**

Option 1 ID : **61198732745**

Option 2 ID : **61198732746**

Option 3 ID : **61198732747**

Option 4 ID : **61198732748**

Status : **Answered**

Chosen Option : 1

Q.109 Which of the following points are guidelines for effective interview?

- A. Careful plan thoroughly reviewed job analysis
- B. Scientifically setting the objectives of interview
- C. Allows biasness of interviewer
- D. Relevant data about the candidate
- E. Provide proper physical setting for privacy

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

- 1. A, B, D, E Only
- 2. A, C, D Only
- 3. D, E, B Only
- 4. B, C, D Only

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 6119878373

Option 1 ID : 61198732625

Option 2 ID : 61198732626

Option 3 ID : 61198732627

Option 4 ID : 61198732628

Status : Answered

Chosen Option : 1

Q.110 Primary Labour market means:

- 1. High wages and stable employment relationships.
- 2. Low wages and experience unstable employment relationships.
- 3. Most job search by employers and firm takes place on a national level.
- 4. Most job search takes place at a local level in a local market.

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 6119878335

Option 1 ID : 61198732473

Option 2 ID : 61198732474

Option 3 ID : 61198732475

Option 4 ID : 61198732476

Status : Answered

Chosen Option : 3

Q.111 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: As per the Building and Other Construction Workers Welfare Cess Act 1996, the Cess should be paid by the owner or contract on cost of construction not less than 1% and conclude all expenditure incurred by an employer.

Reason R: The amount must be inclusive of the cost of land and the compensation to be paid or payable under Workmen's Compensation Act.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878347**

Option 1 ID : **61198732521**

Option 2 ID : **61198732522**

Option 3 ID : **61198732523**

Option 4 ID : **61198732524**

Status : **Answered**

Chosen Option : **1**

Q.112 Under the Payment of Gratuity Act, 1972 disqualification from gratuity may occur due to:

- A. Riotous or disorderly conduct
- B. Violence
- C. Offence involving moral turpitude
- D. Resignation
- E. Change in job

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

1. A, B, C, D Only
2. A, B, C, E Only
3. C, D, E Only
4. A, B, C Only

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878384**

Option 1 ID : **61198732669**

Option 2 ID : **61198732670**

Option 3 ID : **61198732671**

Option 4 ID : **61198732672**

Status : **Answered**

Chosen Option : **4**

Q.113 Arrange the steps of the staffing process in the correct sequence.

- A. Recruitment (searching and attracting applicants)
- B. Selection (choosing the most suitable candidate)
- C. Placement and orientation (assigning the job and introducing organization culture)
- D. Training and Development (improving knowledge, skills, attitudes)
- E. Manpower planning (assessing current and future human resource needs)

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

- 1. A, B, C, D, E
- 2. A, B, D, C, E
- 3. B, D, C, A, E
- 4. E, A, B, C, D

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878356**

Option 1 ID : **61198732557**

Option 2 ID : **61198732558**

Option 3 ID : **61198732559**

Option 4 ID : **61198732560**

Status : **Answered**

Chosen Option : **4**

Q.114 Match the following skills to career development

LIST-I (Skills)		LIST-II (Features)	
A.	Mentoring	I.	Assigns employees to various jobs so that they acquire a wider base of skills
B.	Coaching	II.	Rotation across special projects
C.	Job Rotation	III.	Orientation by senior and junior, peers role modeling, showing contacts.
D.	Project Rotation	IV.	Ongoing, spontaneous, meetings to discuss the employees career goals

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878390**

Option 1 ID : **61198732693**

Option 2 ID : **61198732694**

Option 3 ID : **61198732695**

Option 4 ID : **61198732696**

Status : **Answered**

Chosen Option : **2**

Q.115 Which limitation is most often cited against the quantitative approach?

1. It is incomplete with technology
2. It discourages systematic decision-making
3. It overemphasizes intuition
4. It ignores social and behavioral variables

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878318**

Option 1 ID : **61198732405**

Option 2 ID : **61198732406**

Option 3 ID : **61198732407**

Option 4 ID : **61198732408**

Status : **Answered**

Chosen Option : **4**

Q.116 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: The pluralist perspective of industrial relations is based on the assumption that the organization is composed of individuals who make up distinct sectional groups, each with its own interests, objectives and leadership.

Reason R: The pluralistic perspective sees conflicts between management and employees as rational and inevitable.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878345**

Option 1 ID : **61198732513**

Option 2 ID : **61198732514**

Option 3 ID : **61198732515**

Option 4 ID : **61198732516**

Status : **Answered**

Chosen Option : **1**

Q.117 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: The state should strive to provide the welfare of people by securing and protecting, on effectively as it may, a social order in which justice, social, economic and political shall inform all the institutions of the national like.

Reason R: The state should in particular direct its policy towards securing inter-alia, that health and strength of workers, men and women and under age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878352**

Option 1 ID : **61198732541**

Option 2 ID : **61198732542**

Option 3 ID : **61198732543**

Option 4 ID : **61198732544**

Status : **Answered**

Chosen Option : **1**

Q.118 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: Fringe benefits help buildup a good corporate image.

Reason R: Fringe benefits increased earnings to employees and company draws its clientele.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878340**

Option 1 ID : **61198732493**

Option 2 ID : **61198732494**

Option 3 ID : **61198732495**

Option 4 ID : **61198732496**

Status : **Answered**

Chosen Option : 1

Q.119 Which one of the following is not covered under the Employee's State Insurance Act, 1948?

1. Sickness benefit
2. Medical benefit
3. Funeral expenses
4. Old age pension

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878333**

Option 1 ID : **61198732465**

Option 2 ID : **61198732466**

Option 3 ID : **61198732467**

Option 4 ID : **61198732468**

Status : **Answered**

Chosen Option : 4

Q.120 Match the LIST-I with LIST-II

LIST-I (Incentive Plan/system)		LIST-II (Objective)	
A.	Halsey Premium Plan	I.	A Minimum wage on the basis of time is offered to the worker
B.	Rowan Premium System	II.	The worker are paid a time wage which is predetermined and uniform for all workers
C.	Task Wage System	III.	Worker are paid task wages which are fixed per task
D.	Incentive Bonus	IV.	A worker receives in the form of earnings over and above his regular earnings

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878405**

Option 1 ID : **61198732753**

Option 2 ID : **61198732754**

Option 3 ID : **61198732755**

Option 4 ID : **61198732756**

Status : **Answered**

Chosen Option : **1**

Q.121 The personal characteristics of effective managers mainly as proposed by the following

LIST-I		LIST-II	
A.	Ghiselli (1971)	I.	Resistance to stress and Tolerance for Uncertainty
B.	Bray and Campbell (1974)	II.	Need for Achievement and Power
C.	McClelland (1967, 1975)	III.	Competitive and Assertive
D.	Miner (1978)	IV.	Need for self - fulfilment and occupational achievement

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878393**

Option 1 ID : **61198732705**

Option 2 ID : **61198732706**

Option 3 ID : **61198732707**

Option 4 ID : **61198732708**

Status : **Answered**

Chosen Option : **1**

Q.122 The Industrial Disputes Act, 1947 empowers the State Govt. to issue orders in respect the matters:

- A. Prohibiting strikes or lock-outs generally in connection with any Industrial Disputes.
- B. Appointing Industrial Courts
- C. Matters related to Trade Unions
- D. Regulating or controlling the working of any public utility service
- E. Matters related to health and welfare

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

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

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878380**

Option 1 ID : **61198732653**

Option 2 ID : **61198732654**

Option 3 ID : **61198732655**

Option 4 ID : **61198732656**

Status : **Answered**

Chosen Option : **2**

Q.123 The main assumptions of the marginal revenue productivity theory of the demand for labour are:

- A. Workers are homogeneous in terms of their ability and productivity
- B. Firms have no buying power when demanding workers
- C. Trade unions have no impact on the available labour supply
- D. The industry demand of labour is assumed to be perfectly elastic
- E. They have monopsony power.

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

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

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878387**

Option 1 ID : **61198732681**

Option 2 ID : **61198732682**

Option 3 ID : **61198732683**

Option 4 ID : **61198732684**

Status : **Answered**

Chosen Option : **1**

Q.124 Match the LIST-I with LIST-II

LIST-I (Types of Labour Legislations)		LIST-II (Purpose)	
A. Protective Labour Legislation	I.	Promoting general welfare of the workers and improve living conditions	
B. Regulative Labour Legislation	II.	Benefits during certain contingencies of life of the workers	
C. Social Security Legislation	III.	Relationship between employers and employees and to provide methods of setting industrial disputes	
D. Welfare Legislation	IV.	Laying minimum labour standards and improve working condition	

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

1. A-I, B-III, C-II, D-IV
2. A-II, B-III, C-IV, D-I
3. A-IV, B-I, C-III, 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 : **6119878400**

Option 1 ID : **61198732733**

Option 2 ID : **61198732734**

Option 3 ID : **61198732735**

Option 4 ID : **61198732736**

Status : **Answered**

Chosen Option : **4**

Q.125 Match the characteristics of programmed and non-programmed decisions.

LIST-I (Characteristics)	LIST-II (Programmed and Non-programmed Decisions)
A. Goals	I. Repetitive, Routine, New and Unusual
B. Consequences	II. Clear and Vague
C. Frequency	III. Minor and Major
D. Type of decision	IV. Well structured and poorly structured

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-III, B-I, C-II, D-IV
4. A-IV, B-II, C-I, D-III

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 6119878394

Option 1 ID : 61198732709

Option 2 ID : 61198732710

Option 3 ID : 61198732711

Option 4 ID : 61198732712

Status : Answered

Chosen Option : 1

Q.126 Arrange the following stages of disciplinary procedures in ascending order in Indian Industries.

- A. Issuing a letter of charge to the employee calling upon him for explanation.
- B. Consideration of the explanation.
- C. Show cause notice and full fledged enquiry.
- D. Considering the enquiry proceeding and findings.
- E. Follow-up.

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

1. A, C, D, E, B
2. A, B, C, D, E
3. A, D, B, C, E
4. A, B, D, C, E

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 6119878363

Option 1 ID : 61198732585

Option 2 ID : 61198732586

Option 3 ID : 61198732587

Option 4 ID : 61198732588

Status : Answered

Chosen Option : 4

Q.127 Arrange the following stages in the evolution of HRM in the correct chronological order.

- A. Human Relations Management
- B. Scientific Management
- C. Strategic HRM
- D. Personnel Management
- E. Human Resource Development

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

- 1. A, C, D, B, E
- 2. B, E, D, C, A
- 3. B, A, D, E, C
- 4. B, D, A, E, C

Options 1. 1

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

Question Type : MCQ

Question ID : 6119878357

Option 1 ID : 61198732561

Option 2 ID : 61198732562

Option 3 ID : 61198732563

Option 4 ID : 61198732564

Status : Answered

Chosen Option : 3

Q.128 'Our boat' attitude refers:

- 1. Get off, if you do not like it.
- 2. We sail together. Do not rock the boat.
- 3. It is our common enterprise. Let us combine our efforts to better it.
- 4. With a sense of ownership and pride.

Options 1. 1

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

Question Type : MCQ

Question ID : 6119878325

Option 1 ID : 61198732433

Option 2 ID : 61198732434

Option 3 ID : 61198732435

Option 4 ID : 61198732436

Status : Answered

Chosen Option : 3

Q.129 Match the LIST-I with LIST-II

LIST-I (Mains causes of Industrial Disputes)	LIST-II (Specific causes of Industrial Disputes)
A. Economic	I. Wage structure and demands for higher wages.
B. Institutional	II. Behavioural maladjustment
C. Psychological	III. Violation of collective agreement
D. Denial of legal and contractual rights	IV. Recognition of unions

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

1. A-I, B-IV, C-II, D-III
2. A-III, B-II, C-I, D-IV
3. A-I, B-III, C-IV, 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 : 6119878397

Option 1 ID : 61198732721

Option 2 ID : 61198732722

Option 3 ID : 61198732723

Option 4 ID : 61198732724

Status : Answered

Chosen Option : 1

Q.130 Whistle - blowing is concerned with _____ :

1. Best work done by the organisation.
2. Achievement of the targets.
3. Wrong doing in an organisation.
4. Develop a new strategy.

Options 1. 1

2. 2
3. 3
4. 4

Question Type : MCQ

Question ID : 6119878319

Option 1 ID : 61198732409

Option 2 ID : 61198732410

Option 3 ID : 61198732411

Option 4 ID : 61198732412

Status : Answered

Chosen Option : 3

Q.131 Match the training method with their characteristics.

LIST-I (Methods)	LIST-II (Characteristics)
A. On the job training	I. Combines classroom and practical learning
B. Vestibule training	II. Learning while performing actual job
C. Apprenticeship	III. Problem solving approach
D. Case Study	IV. Training in simulated work environment

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

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

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878391**

Option 1 ID : **61198732697**

Option 2 ID : **61198732698**

Option 3 ID : **61198732699**

Option 4 ID : **61198732700**

Status : **Answered**

Chosen Option : 1

Q.132 Given below are two statements: one is labelled as **Assertion A** and the other is labelled as **Reason R**

Assertion A: National Social Assistance Programme (NSAP) has served the long felt need for uniform national minimum standards for providing social assistance to weaker sections of the society.

Reason R: A part from (NSAP) there are several schemes under which social assistance is being provided. All such programme should be integrated to maximize coverage, avoid overlapping and ensure a basic minimum to all.

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

1. Both **A** and **R** are correct and **R** is the correct explanation of **A**
2. Both **A** and **R** are correct but **R** is NOT the correct explanation of **A**
3. **A** is correct but **R** is not correct
4. **A** is not correct but **R** is correct

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878351**

Option 1 ID : **61198732537**

Option 2 ID : **61198732538**

Option 3 ID : **61198732539**

Option 4 ID : **61198732540**

Status : **Answered**

Chosen Option : 1

Q.133 As per the Factories Act, 1948, Child means a person who has not completed his _____ years of age.

1. 12 years
2. 14 years
3. 15 years
4. 18 years

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878329**

Option 1 ID : **61198732449**

Option 2 ID : **61198732450**

Option 3 ID : **61198732451**

Option 4 ID : **61198732452**

Status : **Answered**

Chosen Option : **3**

Q.134 Arrange the steps of the planning and decision-making process in the correct sequence.

- A. Selecting the best alternative (decision-making)
- B. Establishing objectives
- C. Identifying and evaluating alternatives
- D. Developing premises/assumptions
- E. Implementing the plan and following up

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

1. A, B, C, D, E
2. B, A, C, D, E
3. B, D, C, A, E
4. D, A, B, C, E

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878355**

Option 1 ID : **61198732553**

Option 2 ID : **61198732554**

Option 3 ID : **61198732555**

Option 4 ID : **61198732556**

Status : **Answered**

Chosen Option : **3**

Q.135 Labour welfare provisions in the Inter - State Migrant Workmen Act, 1979:

- A. Regular payment of wages as fixed under the Minimum Wages Act, 1948
- B. Equal pay for equal work irrespective sex
- C. Provision of Crèche
- D. Provision of medical facilities free of charge
- E. Provision of canteen

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

- 1. A, B, C Only
- 2. C, D, E Only
- 3. D, E, A Only
- 4. A, B, D Only

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878385**

Option 1 ID : **61198732673**

Option 2 ID : **61198732674**

Option 3 ID : **61198732675**

Option 4 ID : **61198732676**

Status : **Answered**

Chosen Option : **4**

Q.136 Arrange the following actions in sequence to understand how change unfolds.

- A. Modular Transformations
- B. Fine Tuning
- C. Incremental Adjustment
- D. Corporate Transformations

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

- 1. B, D, A, C
- 2. A, B, C, D
- 3. A, C, B, D,
- 4. B, C, A, D

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878362**

Option 1 ID : **61198732581**

Option 2 ID : **61198732582**

Option 3 ID : **61198732583**

Option 4 ID : **61198732584**

Status : **Answered**

Chosen Option : **3**

Q.137 Which among the following are functions relating to Trade Unions members -

- A. To help in grievance redressal of employees.
- B. To make workers conscious of their rights and duties.
- C. To help maintenance of discipline.
- D. To avoid unfair labour practices.
- E. To protect workers from unfair labour practices by employer.

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, C and E Only

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878378**

Option 1 ID : **61198732645**

Option 2 ID : **61198732646**

Option 3 ID : **61198732647**

Option 4 ID : **61198732648**

Status : **Answered**

Chosen Option : **1**

Q.138 Labour welfare provisions under Factories Act, 1948:

- A. Washing facilities
- B. Canteen if employing 100 or more workers
- C. Shelters, rest rooms, lunch rooms if employing 150 or more workers
- D. Creche if employing more than 50 workers
- E. Welfare officers if employing 500 or more workers

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

- 1. A, B, C, Only
- 2. B, C, E Only
- 3. A, C, E Only
- 4. C, D, E Only

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878386**

Option 1 ID : **61198732677**

Option 2 ID : **61198732678**

Option 3 ID : **61198732679**

Option 4 ID : **61198732680**

Status : **Answered**

Chosen Option : **3**

Q.139 Under the Employees Provident Funds Act, 1952 which of the following is not included in the definition of basic wages?

- 1. Card value of food concessions
- 2. Dearness allowance
- 3. Retaining allowance
- 4. Commission as fixed percentage of turnover

Options 1. 1

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

Question Type : **MCQ**

Question ID : **6119878332**

Option 1 ID : **61198732461**

Option 2 ID : **61198732462**

Option 3 ID : **61198732463**

Option 4 ID : **61198732464**

Status : **Answered**

Chosen Option : **1**

Q.140 Arrange the theoretical development of work motivation as per their origin.

- A. Herzberg (Motivators and Hygiene Factors)
- B. Scientific Management (Wage Incentives)
- C. Human Relations (Economic Security and Working Conditions)
- D. Maslow (Hierarchy of Needs)
- E. Alderfer (ERG Needs)

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

1. B, D, E, A, C
2. B, C, D, A, E
3. A, D, E, B, C
4. B, E, C, A, D

Options 1. 1

2. 2

3. 3

4. 4

Question Type : MCQ

Question ID : 6119878361

Option 1 ID : 61198732577

Option 2 ID : 61198732578

Option 3 ID : 61198732579

Option 4 ID : 61198732580

Status : Answered

Chosen Option : 2

Comprehension:

Case Study (Payment of Wages Act, 1936)

Mr. Gaurav Singh works as a machine operator in Sunrise Engineering Ltd., Pune. He draws a wages of ₹18,000 per month. The company pays wages on the 10th of every month. In January 2022, due to a financial audit, the employer delayed wage payment and paid Gaurav on the 25th of February 2022. Gaurav also noticed deductions in his wages: ₹1,500 towards damage to machinery without proper enquiry, and ₹2,000 deducted for union subscription, through he had never given consent. Feeling aggrieved, Gaurav approached the Inspector under the Payment of Wages Act, 1936.

Under the Act, wages must be paid within 7th/10th of the following month depending on the number of employees (Sec. 5). Deduction are allowed only for specified purposes like fines, absence from duty, accommodation, recovery of advances, etc. (sec. 7). Any unauthorized or excessive deductions are unlawful. The authority under Sec. 15 can direct refund of illegal deductions and compensation.

Thus, Gaurav's delayed wage payment and unauthorized deductions are clear violations of the Payment of Wages Act, 1936. The employer may face penalty, and Gaurav is entitled to recover deducted with compensation.

SubQuestion No : 141

Q.141 Deduction for damage to machinery is valid only if:

1. It is consented by employee
2. It is authorized after proper enquiry
3. It is within 50% of salary
4. It is approved by union

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878410**

Option 1 ID : **61198732769**

Option 2 ID : **61198732770**

Option 3 ID : **61198732771**

Option 4 ID : **61198732772**

Status : **Answered**

Chosen Option : **2**

Comprehension:

Case Study (Payment of Wages Act, 1936)

Mr. Gaurav Singh works as a machine operator in Sunrise Engineering Ltd., Pune. He draws a wages of ₹18,000 per month. The company pays wages on the 10th of every month. In January 2022, due to a financial audit, the employer delayed wage payment and paid Gaurav on the 25th of February 2022. Gaurav also noticed deductions in his wages: ₹1,500 towards damage to machinery without proper enquiry, and ₹2,000 deducted for union subscription, through he had never given consent. Feeling aggrieved, Gaurav approached the Inspector under the Payment of Wages Act, 1936.

Under the Act, wages must be paid within 7th/10th of the following month depending on the number of employees (Sec. 5). Deduction are allowed only for specified purposes like fines, absence from duty, accommodation, recovery of advances, etc. (sec. 7). Any unauthorized or excessive deductions are unlawful. The authority under Sec. 15 can direct refund of illegal deductions and compensation.

Thus, Gaurav's delayed wage payment and unauthorized deductions are clear violations of the Payment of Wages Act, 1936. The employer may face penalty, and Gaurav is entitled to recover deducted with compensation.

SubQuestion No : 142

Q.142 Who can direct refund of illegal deductions and compensations?

1. Labour Court
2. Inspector
3. Authority under Sec. 15
4. HR Manager

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878412**

Option 1 ID : **61198732777**

Option 2 ID : **61198732778**

Option 3 ID : **61198732779**

Option 4 ID : **61198732780**

Status : **Answered**

Chosen Option : **3**

Comprehension:

Case Study (Payment of Wages Act, 1936)

Mr. Gaurav Singh works as a machine operator in Sunrise Engineering Ltd., Pune. He draws a wages of ₹18,000 per month. The company pays wages on the 10th of every month. In January 2022, due to a financial audit, the employer delayed wage payment and paid Gaurav on the 25th of February 2022. Gaurav also noticed deductions in his wages: ₹1,500 towards damage to machinery without proper enquiry, and ₹2,000 deducted for union subscription, through he had never given consent. Feeling aggrieved, Gaurav approached the Inspector under the Payment of Wages Act, 1936.

Under the Act, wages must be paid within 7th/10th of the following month depending on the number of employees (Sec. 5). Deduction are allowed only for specified purposes like fines, absence from duty, accommodation, recovery of advances, etc. (sec. 7). Any unauthorized or excessive deductions are unlawful. The authority under Sec. 15 can direct refund of illegal deductions and compensation.

Thus, Gaurav's delayed wage payment and unauthorized deductions are clear violations of the Payment of Wages Act, 1936. The employer may face penalty, and Gaurav is entitled to recover deducted with compensation.

SubQuestion No : 143

Q.143 By which date should wages be paid under the Act (for more than 1,000 employees)?

1. 1st of the month
2. 5th of the following month
3. 7th of the following month
4. 10th of the following month

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878409**

Option 1 ID : **61198732765**

Option 2 ID : **61198732766**

Option 3 ID : **61198732767**

Option 4 ID : **61198732768**

Status : **Answered**

Chosen Option : **4**

Comprehension:

Case Study (Payment of Wages Act, 1936)

Mr. Gaurav Singh works as a machine operator in Sunrise Engineering Ltd., Pune. He draws a wages of ₹18,000 per month. The company pays wages on the 10th of every month. In January 2022, due to a financial audit, the employer delayed wage payment and paid Gaurav on the 25th of February 2022. Gaurav also noticed deductions in his wages: ₹1,500 towards damage to machinery without proper enquiry, and ₹2,000 deducted for union subscription, through he had never given consent. Feeling aggrieved, Gaurav approached the Inspector under the Payment of Wages Act, 1936.

Under the Act, wages must be paid within 7th/10th of the following month depending on the number of employees (Sec. 5). Deduction are allowed only for specified purposes like fines, absence from duty, accommodation, recovery of advances, etc. (sec. 7). Any unauthorized or excessive deductions are unlawful. The authority under Sec. 15 can direct refund of illegal deductions and compensation.

Thus, Gaurav's delayed wage payment and unauthorized deductions are clear violations of the Payment of Wages Act, 1936. The employer may face penalty, and Gaurav is entitled to recover deducted with compensation.

SubQuestion No : 144

Q.144 Which of the following is an unauthorized deduction in this case?

1. Union subscription without consent
2. Absence from duty
3. Accommodation charges
4. Advance recovery

Options 1. 1

2. 2

3. 3

4. 4

Question Type : **MCQ**

Question ID : **6119878411**

Option 1 ID : **61198732773**

Option 2 ID : **61198732774**

Option 3 ID : **61198732775**

Option 4 ID : **61198732776**

Status : **Answered**

Chosen Option : **1**

Comprehension:

Case Study (Payment of Wages Act, 1936)

Mr. Gaurav Singh works as a machine operator in Sunrise Engineering Ltd., Pune. He draws a wages of ₹18,000 per month. The company pays wages on the 10th of every month. In January 2022, due to a financial audit, the employer delayed wage payment and paid Gaurav on the 25th of February 2022. Gaurav also noticed deductions in his wages: ₹1,500 towards damage to machinery without proper enquiry, and ₹2,000 deducted for union subscription, through he had never given consent. Feeling aggrieved, Gaurav approached the Inspector under the Payment of Wages Act, 1936.

Under the Act, wages must be paid within 7th/10th of the following month depending on the number of employees (Sec. 5). Deduction are allowed only for specified purposes like fines, absence from duty, accommodation, recovery of advances, etc. (sec. 7). Any unauthorized or excessive deductions are unlawful. The authority under Sec. 15 can direct refund of illegal deductions and compensation.

Thus, Gaurav's delayed wage payment and unauthorized deductions are clear violations of the Payment of Wages Act, 1936. The employer may face penalty, and Gaurav is entitled to recover deducted with compensation.

SubQuestion No : 145

Q.145 What was Mr. Gaurav's monthly wage?

1. ₹10,000
2. ₹15,000
3. ₹18,000
4. ₹20,000

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878408**

Option 1 ID : **61198732761**

Option 2 ID : **61198732762**

Option 3 ID : **61198732763**

Option 4 ID : **61198732764**

Status : **Answered**

Chosen Option : **3**

Comprehension:

Values and ethics are an integral part of all organizational activities. They encompass all activities of an organization including leadership and decision making. Values are those abstract principles that are valued by others, individually or collectively. It is essential for any organization to adopt a vision that is consistent with its core values. Core values of an organization may be integrity, professionalism, team work, customer satisfaction, employee welfare, etc. Honesty and loyalty are ingredients of integrity. When values are shared by members of an organization, they become the basis of making judgements, assessing probable outcomes of contemplated actions, and choosing among alternatives. All members of the organization align their activities with respect to the values. Yet, in another way, values can be considered as what one judges to be right. Values are moral, ethical and professional attitudes of character. Values guide action. They are the basis of the behaviour of people. Values constitute what is considered to be right in a profession, individually or organizationally. They are the beliefs of a person or social group regarding issues in which they have an emotional investment. Ethics are a set of rules that are explicitly adopted by a group of people. Values determine what is right or wrong, while doing right is known as ethics. To behave ethically is to behave in a manner consistent with what is right or moral. Ethics are thus internally defined and adopted, whilst morals tend to be externally imposed on other people. Therefore, ethics can also be defined as a system of moral since everyone is shaped to a large extent by their cultural setting.

SubQuestion No : 146**Q.146** Honesty and loyalty are ingredients of :

1. Value
2. Moral
3. Ethics
4. Integrity

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**Question ID : **6119878414**Option 1 ID : **61198732781**Option 2 ID : **61198732782**Option 3 ID : **61198732783**Option 4 ID : **61198732784**Status : **Answered**Chosen Option : **4**

Comprehension:

Values and ethics are an integral part of all organizational activities. They encompass all activities of an organization including leadership and decision making. Values are those abstract principles that are valued by others, individually or collectively. It is essential for any organization to adopt a vision that is consistent with its core values. Core values of an organization may be integrity, professionalism, team work, customer satisfaction, employee welfare, etc. Honesty and loyalty are ingredients of integrity. When values are shared by members of an organization, they become the basis of making judgements, assessing probable outcomes of contemplated actions, and choosing among alternatives. All members of the organization align their activities with respect to the values. Yet, in another way, values can be considered as what one judges to be right. Values are moral, ethical and professional attitudes of character. Values guide action. They are the basis of the behaviour of people. Values constitute what is considered to be right in a profession, individually or organizationally. They are the beliefs of a person or social group regarding issues in which they have an emotional investment. Ethics are a set of rules that are explicitly adopted by a group of people. Values determine what is right or wrong, while doing right is known as ethics. To behave ethically is to behave in a manner consistent with what is right or moral. Ethics are thus internally defined and adopted, whilst morals tend to be externally imposed on other people. Therefore, ethics can also be defined as a system of moral since everyone is shaped to a large extent by their cultural setting.

SubQuestion No : 147

Q.147 Ethical behaviour is influenced by :

- A. Moral Intensity
- B. Ethical Intensity
- C. The Situation
- D. Transparency
- E. Fairness

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

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

- Options
- 1. 1
 - 2. 2
 - 3. 3
 - 4. 4

Question Type : MCQ

Question ID : 6119878418

Option 1 ID : 61198732797

Option 2 ID : 61198732798

Option 3 ID : 61198732799

Option 4 ID : 61198732800

Status : Answered

Chosen Option : 1

Comprehension:

Values and ethics are an integral part of all organizational activities. They encompass all activities of an organization including leadership and decision making. Values are those abstract principles that are valued by others, individually or collectively. It is essential for any organization to adopt a vision that is consistent with its core values. Core values of an organization may be integrity, professionalism, team work, customer satisfaction, employee welfare, etc. Honesty and loyalty are ingredients of integrity. When values are shared by members of an organization, they become the basis of making judgements, assessing probable outcomes of contemplated actions, and choosing among alternatives. All members of the organization align their activities with respect to the values. Yet, in another way, values can be considered as what one judges to be right. Values are moral, ethical and professional attitudes of character. Values guide action. They are the basis of the behaviour of people. Values constitute what is considered to be right in a profession, individually or organizationally. They are the beliefs of a person or social group regarding issues in which they have an emotional investment. Ethics are a set of rules that are explicitly adopted by a group of people. Values determine what is right or wrong, while doing right is known as ethics. To behave ethically is to behave in a manner consistent with what is right or moral. Ethics are thus internally defined and adopted, whilst morals tend to be externally imposed on other people. Therefore, ethics can also be defined as a system of moral since everyone is shaped to a large extent by their cultural setting.

SubQuestion No : 148**Q.148** Code of conduct translates the values into:

1. Expected behaviours of the members
2. Specific behavioural standards
3. Ethical or unethical behaviour of the members
4. Day-to-day working including decision making

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**Question ID : **6119878416**Option 1 ID : **61198732789**Option 2 ID : **61198732790**Option 3 ID : **61198732791**Option 4 ID : **61198732792**Status : **Answered**Chosen Option : **2**

Comprehension:

Values and ethics are an integral part of all organizational activities. They encompass all activities of an organization including leadership and decision making. Values are those abstract principles that are valued by others, individually or collectively. It is essential for any organization to adopt a vision that is consistent with its core values. Core values of an organization may be integrity, professionalism, team work, customer satisfaction, employee welfare, etc. Honesty and loyalty are ingredients of integrity. When values are shared by members of an organization, they become the basis of making judgements, assessing probable outcomes of contemplated actions, and choosing among alternatives. All members of the organization align their activities with respect to the values. Yet, in another way, values can be considered as what one judges to be right. Values are moral, ethical and professional attitudes of character. Values guide action. They are the basis of the behaviour of people. Values constitute what is considered to be right in a profession, individually or organizationally. They are the beliefs of a person or social group regarding issues in which they have an emotional investment. Ethics are a set of rules that are explicitly adopted by a group of people. Values determine what is right or wrong, while doing right is known as ethics. To behave ethically is to behave in a manner consistent with what is right or moral. Ethics are thus internally defined and adopted, whilst morals tend to be externally imposed on other people. Therefore, ethics can also be defined as a system of moral since everyone is shaped to a large extent by their cultural setting.

SubQuestion No : 149**Q.149** Values are the principles and priorities that helps:

1. One to take decisions
2. To meet the deadline for target achievement
3. To increase the project margin
4. To understand the relationship to the organization

Options 1. 1
2. 2
3. 3
4. 4

Question Type : **MCQ**Question ID : **6119878415**Option 1 ID : **61198732785**Option 2 ID : **61198732786**Option 3 ID : **61198732787**Option 4 ID : **61198732788**Status : **Answered**Chosen Option : **1**

Comprehension:

Values and ethics are an integral part of all organizational activities. They encompass all activities of an organization including leadership and decision making. Values are those abstract principles that are valued by others, individually or collectively. It is essential for any organization to adopt a vision that is consistent with its core values. Core values of an organization may be integrity, professionalism, team work, customer satisfaction, employee welfare, etc. Honesty and loyalty are ingredients of integrity. When values are shared by members of an organization, they become the basis of making judgements, assessing probable outcomes of contemplated actions, and choosing among alternatives. All members of the organization align their activities with respect to the values. Yet, in another way, values can be considered as what one judges to be right. Values are moral, ethical and professional attitudes of character. Values guide action. They are the basis of the behaviour of people. Values constitute what is considered to be right in a profession, individually or organizationally. They are the beliefs of a person or social group regarding issues in which they have an emotional investment. Ethics are a set of rules that are explicitly adopted by a group of people. Values determine what is right or wrong, while doing right is known as ethics. To behave ethically is to behave in a manner consistent with what is right or moral. Ethics are thus internally defined and adopted, whilst morals tend to be externally imposed on other people. Therefore, ethics can also be defined as a system of moral since everyone is shaped to a large extent by their cultural setting.

SubQuestion No : 150

Q.150 Which among the following are values constitute what is considered to be right in a profession?

- A. Individually
- B. Ethically
- C. Organizationally
- D. Morally

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

1. A and B Only
2. A and C Only
3. B and D Only
4. C and D Only

Options 1. 1

2. 2
3. 3
4. 4

Question Type : **MCQ**

Question ID : **6119878417**

Option 1 ID : **61198732793**

Option 2 ID : **61198732794**

Option 3 ID : **61198732795**

Option 4 ID : **61198732796**

Status : **Answered**

Chosen Option : **2**