UGC NET JUNE 2026 — HRM & Labour Welfare

Question Paper · 100 MCQs · Corrected student edition

1. A graphic representation of the sequence of decision required in determining the expected values of alternative courses of action is known as: (UGC NET HRM June 2026)

(1) Decision making
(2) Organising
(3) Budgeting
(4) Decision tree

2. Who has authored the book "The Functions of the Executive"? (UGC NET HRM June 2026)

(1) Herbert Simon
(2) Chester Barnard
(3) Max Weber
(4) Henry Fayol

3. Who has given the definition, "Management is a process consisting of planning, organizing, actuating and controlling, performed to determine and accomplish the objectives by the use of people and resources? (UGC NET HRM June 2026)

(1) Henry Fayol
(2) George R. Terry
(3) Herbert Simon
(4) F.W. Taylor

4. Which is the popular technique used for production planning, scheduling, reporting and controlling which graphically represents the progress of a report versus the time frame within which it must be completed? (UGC NET HRM June 2026)

(1) Control charts
(2) PERT
(3) Gantt Charts
(4) Precedence Diagrams

5. An emerging technique in hiring which revolves around creating games that simulate real work situation is known as: (UGC NET HRM June 2026)

(1) Placement
(2) Gamification
(3) e-recruitment
(4) Competency based hiring

6. The term 'Job enrichment' is coined by whom? (UGC NET HRM June 2026)

(1) J. Maxwell
(2) F. Herzberg
(3) Gary Dessler
(4) Henry Fayol

7. Which technique involves studying past ratios, say, between the number of workers and sales in an organisation and forecasting future ratios, making some allowance for changes in the organisation? (UGC NET HRM June 2026)

(1) Regression analysis
(2) Ratio trend analysis
(3) Work study techniques
(4) Delphi technique

8. Who has given the definition, "Personnel Management is that part of the management process which is primarily concerned with the human constituents of an organisation. (UGC NET HRM June 2026)

(1) French Wendell
(2) E.F.L. Brech
(3) E.B. Flippo
(4) F.W. Taylor

9. Which of the following is not a dimension of the Hofstede study? (UGC NET HRM June 2026)

(1) Individualism
(2) Geocentric
(3) Long-term orientation
(4) Masculinity

10. Which of the following denotes that employees have legal right to a voice in setting company policies? (UGC NET HRM June 2026)

(1) Works Committee
(2) Shop Council
(3) Codetermination
(4) Copartnership

11. Which approach is followed to formulate expatriate pay to equalize purchasing power across countries? (UGC NET HRM June 2026)

(1) Agency approach
(2) Going rate approach
(3) Market approach
(4) Balance sheet approach

12. Which approach specifies that staffing philosophy seeks the best people for key jobs throughout the organisation regardless of nationality? (UGC NET HRM June 2026)

(1) Ethnocentric Approach
(2) Geocentric Approach
(3) Polycentric Approach
(4) Regiocentric Approach

13. Which change process is based on systematic collection of data and then selection of a change action based on what the analysed data indicate? (UGC NET HRM June 2026)

(1) Lewin Model
(2) Action research
(3) OCTAPACE
(4) Kotter Plan

14. Which theory identifies six personality types and proposes that the fit between personality type and occupational environment determines satisfaction and turnover? (UGC NET HRM June 2026)

(1) Personality job fit theory
(2) Person organisation fit theory
(3) Person group fit theory
(4) Person supervisor fit theory

15. Who has given the definition, "A corporate group is a social relation which is either closed or limits the admission of outsiders by rules. Its order is enforced by the action of specific individuals whose regular function this is"? (UGC NET HRM June 2026)

(1) M. Scott
(2) M. Weber
(3) Chester Barnard
(4) Henry Fayol

16. Identify the process by which individuals organize and interpret their sensory impressions to give meaning to their environment. (UGC NET HRM June 2026)

(1) Personality
(2) Attitude
(3) Perception
(4) Learning

17. When International Confederation of Free Trade Union was formed? (UGC NET HRM June 2026)

(1) 1875
(2) 1901
(3) 1913
(4) 1949

18. Who is the ex-officio Chairman of Indian Labour Conference and Standing Labour Committee? (UGC NET HRM June 2026)

(1) The Prime Minister of India
(2) The Union Minister of Labour and Employment
(3) The Finance Minister, Govt. of India
(4) The Chief Minister of State in which meeting is convened

19. In 1951, Joint Consultative Board of Industry and Labour was set up at large scale at the initiative of which national leader? (UGC NET HRM June 2026)

(1) G.L. Nanda
(2) V.V. Giri
(3) Pandit Jawaharlal Nehru
(4) Sardar Patel

20. Under which system, employees should undertake in writing that they are willing to have the Union membership subscription deducted from the salary and credited to the account of Union concerned? (UGC NET HRM June 2026)

(1) Check Off System
(2) Set Off System
(3) Lay Off System
(4) Struck Off System

21. Any employee, workman, trade union or representatives of workmen aggrieved by the order of the certifying officer may appeal to the appellate authority within how many days from the day on which copies of certified standing order are sent to them. (UGC NET HRM June 2026)

(1) Fifteen days
(2) Thirty days
(3) Sixty days
(4) Ninety days

22. Any question arises as to the application or interpretation of a certified standing order shall be referred to which authority for final decision? (UGC NET HRM June 2026)

(1) Labour Commissioner
(2) Labour Court
(3) Industrial Tribunal
(4) High Court

23. What is the maximum time limit within which labour court, tribunal or National Tribunal shall submit its award relating to an industrial dispute connected with an individual workman? (UGC NET HRM June 2026)

(1) One month
(2) Forty-five days
(3) Three months
(4) Six months

24. Which of the following is correct relating to reference of dispute related to any matter specified in Third Schedule of the Industrial Disputes Act, 1947 by the appropriate government to the Labour Court for adjudication. (UGC NET HRM June 2026)

(1) If the dispute is not likely to affect more than one hundred workmen.
(2) If the dispute is not likely to affect more than fifty workmen.
(3) If the dispute is not likely to affect more than five hundred workmen.
(4) If the dispute is not likely to affect more than one thousand workmen.

25. What is the number of female building workers need to be ordinarily employed for the provision of creches under the Building and other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996? (UGC NET HRM June 2026)

(1) Thirty
(2) More than thirty
(3) Fifty
(4) More than fifty

26. Which of the following is not a facility for contract labour under the Contract Labour (Regulation and Abolition), Act, 1970? (UGC NET HRM June 2026)

(1) Drinking water
(2) Canteens
(3) Creches
(4) Washing facilities

27. Which of the following is not correct relating to cleanliness of all inside walls and partitions, all ceilings and top of rooms under the Factories Act, 1948? (UGC NET HRM June 2026)

(1) Where they are painted otherwise than with washable paint shall be repainted at least once in every period of five years.
(2) Where they are painted with washable water paint, shall be repainted with at least once in every period of three years.
(3) Where they are painted or varnished with washable water paint shall be washed at least once in every period of fourteen months.
(4) Where they have smooth impervious surfaces shall be cleaned at least once in every period of fourteen months.

28. Within how many days from the date of order made by registering officer, an aggrieved person can prefer an appeal to an appellate officer under The Inter-State Migrant Workmen (RECS) Act, 1979? (UGC NET HRM June 2026)

(1) Fifteen days
(2) Thirty days
(3) Sixty days
(4) Ninety days

29. What is the time period within which every application relating to claim of minimum wages shall be presented to the appropriate authority to hear and decide the claim under the Minimum Wages Act, 1948? (UGC NET HRM June 2026)

(1) Six months
(2) Nine months
(3) One year
(4) Two years

30. After completion of how many days of service, each employee shall make nomination in the prescribed form under the Payment of Gratuity Act, 1972? (UGC NET HRM June 2026)

(1) Six months
(2) One year
(3) Two years
(4) Five years

31. Under the specific permanent-and-total-disablement provision (paragraph 15) of the Employees' Pension Scheme, 1995, what minimum monthly pension amount is expressly stated, distinct from the general minimum pension provision? (UGC NET HRM June 2026)

(1) Rs. 250/- per month
(2) Rs. 450/- per month
(3) Rs. 750/- per month
(4) Rs. 1500/- per month

32. What is the time of payment of wages to the person whose employment is terminated due to closure of the establishment? (UGC NET HRM June 2026)

(1) Before the expiry of the second day on which his employment is terminated.
(2) Before the expiry of the second working day on which his employment is terminated.
(3) Before the expiry of the seventh day on which his employment is terminated.
(4) Before the expiry of the tenth day on which his employment is terminated.

33. A list of occupational diseases is mentioned under which Schedule of the Employees Compensation Act, 1923? (UGC NET HRM June 2026)

(1) Schedule – I
(2) Schedule – II
(3) Schedule – III
(4) Schedule - IV

34. The state compels the managers of industrial establishment to provide welfare facilities and punishes the non-complier. This approach of labour welfare is known as: (UGC NET HRM June 2026)

(1) Social theory
(2) Policing theory
(3) Functional theory
(4) Public relation theory

35. Mahatma Gandhi National Rural Employment Guarantee Act, 2005 was initially enforced in 200 selected districts but when it was extended to all the districts of the country? (UGC NET HRM June 2026)

(1) Oct 2007
(2) April 2008
(3) January 2007
(4) Sep 2008

36. Where is headquarter of Director General, Factory Advice Service and Labour Institute (DGFASLI) situated? (UGC NET HRM June 2026)

(1) Gandhinagar
(2) Mumbai
(3) Kanpur
(4) Bhopal

37. Which economist defined the natural price of labour as wages sufficient for workers to subsist and maintain their families without an increase or decrease in their number? (UGC NET HRM June 2026)

(1) D. Ricardo
(2) J.S. Mill
(3) Amartya Sen
(4) W. Arthur Lewis

38. According to Clark Kerr, which typical model of labour market is most common and has gained considerable importance in the western countries? (UGC NET HRM June 2026)

(1) The natural market
(2) The institutional market
(3) The neo-classical market
(4) The managed market

39. What is the golden rule of capitalism? (UGC NET HRM June 2026)

(1) Risk and Control go together
(2) Private ownership
(3) Profit Motive
(4) Boom and Depression

40. Which of the absenteeism rate is calculated through this formula? (UGC NET HRM June 2026)

$$\text{Absenteeism} = \frac{\text{Manshift lost in hours}}{\text{Total manshifts scheduled to work in hours}} \times 100$$

(1) Severity Rate
(2) Frequency Rate
(3) Nominal Rate
(4) Marginal Rate

41. What are the key concepts of system approach? (UGC NET HRM June 2026)

A. A system is a set of interdependent parts
B. A system can be either open or closed
C. Every system has a permeable boundary
D. Central to the systems approach is the concept of “holism”
E. Focus of this approach is decision making.
Choose the correct answer from the options given below:
(1) D and E only
(2) A, B and D only
(3) A, B, D and E only
(4) A, B, C and D only

42. H. Mintzberg has suggested some co-ordinating mechanism for organisation. What are those mechanisms? (UGC NET HRM June 2026)

A. Direct supervision
B. Standardization of work
C. Standardization of skill
D. Standardization of output
E. Standardization of critical thinking
Choose the correct answer from the options given below:
(1) A, B and E only
(2) A, B, C and D only
(3) A, D and E only
(4) A, C and D only

43. Which of the following are generally recognised determinants of wage/salary levels? (UGC NET HRM June 2026)

A. Cost of living
B. Productivity
C. Ability to Pay
D. Prevailing wage rates
E. Broad banding
Choose the correct answer from the options given below:
(1) A and B only
(2) A, B, C, D only
(3) B, D, E only
(4) A, B, D and E only

44. Which of the following are not the off the job training methods? (UGC NET HRM June 2026)

A. Lecture
B. Understudy
C. Mentoring
D. In basket training
E. Coaching
Choose the correct answer from the options given below:
(1) A, B and C only
(2) A, C and E only
(3) B, C and E only
(4) B, D and E only

45. Which of the following is/are the components of HRD need assessment? (UGC NET HRM June 2026)

A. Goal analysis
B. Organisational analysis
C. Person analysis
D. Task and KSA analysis
Choose the correct answer from the options given below:
(1) A and B only
(2) A, B and C only
(3) B, C and D only
(4) A, B and D only

46. Which of the following ethical principles suggested by Thomas Donaldson to be followed by international business firms? (UGC NET HRM June 2026)

A. Respect for core human values and human rights
B. Respect for social tradition
C. Respect situational factors while deciding ethical and unethical
D. Respect competitive advantage
Choose the correct answer from the options given below:
(1) A, B and C only
(2) A, B and D only
(3) B, C and D only
(4) A, C and D only

47. Which is/are the various model(s) of organizational justice? (UGC NET HRM June 2026)

A. Motivational justice
B. Distributive justice
C. Procedural justice
D. Integrative justice
E. Interactional justice
Choose the correct answer from the options given below:
(1) B, C and D only
(2) A, B and C only
(3) B, C and E only
(4) A, C and E only

48. Which among these is/are the Mintzberg managerial roles? (UGC NET HRM June 2026)

A. Interpersonal
B. Informational
C. Influential
D. Decisional
Choose the correct answer from the options given below:
(1) A, B, C only
(2) A, C, D only
(3) A, B, D only
(4) B, C, D only

49. Which of the following mechanism(s) is/are available to promote consultation and co-operation at national level? (UGC NET HRM June 2026)

A. Indian Labour Conference
B. Standing Labour Committee
C. Industrial Committee
D. National Labour Advisory Council
E. Joint Management Council
Choose the correct answer from the options given below:
(1) A, B, C only
(2) A, B, D only
(3) B, C, D only
(4) B, D, E only

50. Which of the following is/are the important contents of Inter-Union Code of Conduct, 1958? (UGC NET HRM June 2026)

A. Every employee in an industry or unit shall have the freedom and right to join a Union of his choice.

B. There shall be no dual membership of unions.

C. Industrial disputes, if any, should be settled utilizing existing machinery.

D. There shall be regular and democratic election of office-bearers of trade unions.

E. Ignorance and/or backwardness of workers shall not be exploited by any organisation.

Choose the correct answer from the options given below:

(1) A, B, C, D only

(2) A, B, D, E only

(3) A, B, C, E only

(4) A, D, E only

51. Which of the following is/are correct relating to the Industrial Employment (Standing Orders) Act, 1946? (UGC NET HRM June 2026)

A. The Act applies to every industrial establishment wherein twenty or more workmen are employed or were employed on any day of the preceding twelve months.

B. Employer shall submit five copies of the draft standing orders to the certifying officer for the certification of standing order.

C. The certified standing orders copies shall be sent to all parties within seven days.

D. Standing orders shall come into operation on the expiry of seven days on which authenticated copies are sent by certifying officer.

E. Certified standing orders shall be liable to modification until the expiry of six months from the date on which the standing orders or the last modification thereof came into operation.

Choose the correct answer from the options given below:

(1) A, B and C only

(2) B and C only

(3) B, C and E only

(4) A, B, C and E only

52. Which of the following is/are not correct relating to Grievance Redressal Machinery under The Industrial Disputes Act, 1947? (UGC NET HRM June 2026)

A. The total members of the committee shall not exceed more than six.

B. Out of the total members of the committee not less than one third shall be the woman.

C. The committee may complete its proceedings within thirty days on receipt of a written application from the aggrieved party.

D. In case of an appeal by the aggrieved workman to the employer against the decision of the committee, the employer shall dispose the appeal within fifteen days.

Choose the correct answer from the options given below:

(1) A and B only

(2) B and D only

(3) B and C only

(4) B, C and D only

53. Which of the following authority shall be served notice in writing in prescribed form by the owners, agent or manager of a mine before the commencement of any mining operation? (UGC NET HRM June 2026)

A. Chief Inspector of Mines
B. Indian Bureau of Mines
C. Labour Commissioner of the state in which mine is situated.
D. District magistrate of the district in which mine is situated.
Choose the correct answer from the options given below:
(1) A and B only
(2) A, B and C only
(3) A, B and D only
(4) A, B, C and D only

54. According to the Factories Act, 1948, an adolescent is a person who: (UGC NET HRM June 2026)

1. has completed fifteenth year of age but has not completed seventeenth year
2. has completed fifteenth year of age but has not completed eighteenth year
3. has completed thirteenth year of age but has not completed eighteenth year
4. has completed twelfth year of age but has not completed eighteenth year

55. As per the Payment of Gratuity Act, 1972, which of the following components are not included in the definition of wages? (UGC NET HRM June 2026)

A. Any bonus
B. House rent allowance
C. Commission
D. Overtime wages
Choose the correct answer from the options given below:
(1) A and D only
(2) A and C only
(3) A, C and D only
(4) A, B, C and D only

56. Which of the following items are included in 'wages' as per the Payment of Wages Act, 1936? (UGC NET HRM June 2026)

A. remuneration in respect of overtime work
B. Any travelling allowance
C. Any remuneration payable under any award or settlement
D. Any remuneration in respect of holidays
Choose the correct answer from the options given below:
(1) A and B only
(2) A and C only
(3) A, C and D only
(4) A, B, C and D

57. Which types of defences available to the employer under the Common Law for Compensation cases? (UGC NET HRM June 2026)

A. Doctrine of assumed risk
B. Doctrine of health check-up
C. Doctrine of contributory negligence
D. Doctrine of unknown persons' responsibility
E. Doctrine of common employment
Choose the correct answer from the options given below:
(1) A, B, C, D only
(2) B, C, D, E only
(3) A, C and E only
(4) B, D, E only

58. Which facility(ies) is/are considered as intra-mural labour welfare facility? (UGC NET HRM June 2026)

A. Provision of canteen
B. Supply of drinking water
C. Washing facilities
D. Educational facilities for adult and children
E. Provision of creches
Choose the correct answer from the options given below:
(1) A, B, C, D only
(2) A, C, D, E only
(3) B, C, D, E only
(4) A, B, C, E only

59. Which of the following factor(s) is/are influences the supply of labour according to Albert Rees? (UGC NET HRM June 2026)

A. Labour force participation rate
B. Number of hours the labourer is willing to work
C. The amount of wages he/she is expecting
D. The amount of effort workers put forth while at work
E. The level of training and skill that workers bring to their jobs.
Choose the correct answer from the options given below:
(1) A, B, C, D only
(2) B, C, D, E only
(3) A, C, D, E only
(4) A, B, D, E only

60. Which of the following is/are features of descriptive labour market model developed by Lloyd G Reynolds? (UGC NET HRM June 2026)

A. Labour demand shifts frequently
B. Labour supply is heterogeneous
C. Labour market information is inadequate
D. Labour is perishable in nature
E. Labour mobility is limited
Choose the correct answer from the options given below:
(1) A, B, C, D only
(2) B, C, D, E only
(3) A, B, C, E only
(4) A, B, D, E only

61. What is the correct sequence of hierarchy of organizational plans? (UGC NET HRM June 2026)

A. Mission
B. Objectives
C. Vision
D. Strategy
E. Policy
Choose the correct answer from the options given below:
(1) A, B, C, D, E
(2) C, A, B, D, E
(3) C, B, A, D, E
(4) B, A, C, D, E

62. Arrange the various process of organisation in right sequence. (UGC NET HRM June 2026)

A. Classification of activities
B. Fitting individuals into jobs
C. Determination of objectives
D. Division of work
E. Developing relationships
Choose the correct answer from the options given below:
(1) A, B, D, C, E
(2) C, D, A, B, E
(3) B, C, D, A, E
(4) E, B, C, D, A

63. While developing a Behaviourally Anchored Rating Scale (BARS) tool, what will be correct sequence? (UGC NET HRM June 2026)

A. Develop performance dimensions
B. Write critical incidents
C. Reallocate incidents
D. Scale the incidents
E. Develop a final instrument
Choose the correct answer from the options given below:
(1) A, B, C, D, E
(2) C, D, A, B, E
(3) B, A, C, D, E
(4) B, C, D, A, E

64. Sequentially arrange the following steps in establishing a global pay system? (UGC NET HRM June 2026)

A. Global philosophy framework
B. Identify crucial executive behaviours
C. Set strategic goals
D. Identify gaps
E. Systematize pay systems
Choose the correct answer from the options given below:
(1) C, B, A, D, E
(2) A, C, B, D, E
(3) A, B, C, D, E
(4) C, A, B, D, E

65. Arrange the following stages of internationalization in the right sequence. (UGC NET HRM June 2026)

A. International company
B. Multinational company
C. Domestic company
D. Transnational company
E. Global company
Choose the correct answer from the options given below:
(1) C, B, A, D, E
(2) C, A, B, E, D
(3) C, A, B, D, E
(4) C, B, A, E, D

66. What is the right sequence of the main driving forces of personality development given by Freud? (UGC NET HRM June 2026)

A. Latency stage
B. Phallic stage
C. Anal stage
D. Oral stage
E. Genital stage
Choose the correct answer from the options given below:
(1) A, B, C, D, E
(2) B, D, C, A, E
(3) D, C, B, A, E
(4) D, C, A, E, B

67. Arrange the definition of trade union as defined under Sec. 2(h) of the Trade Unions Act, 1926. (UGC NET HRM June 2026)

A. Trade union means any combination whether temporary or permanent.
B. It includes federation of two or more trade unions.
C. Or for imposing restrictive conditions on the conduct of any trade or business and
D. Formed primarily for the purpose of regulating the relations between workmen and employers
E. Or between workmen and workmen or between employers and employers.
Choose the correct answer from the options given below:
(1) A, B, C, D, E
(2) A, D, E, B, C
(3) A, B, D, E, C
(4) A, D, E, C, B

68. Arrange these conventions of ILO on Industrial Relations in ascending orders from the point of view of year of passing. (UGC NET HRM June 2026)

A. Collective Bargaining
B. Freedom of Association and Protection of the Right to Organise
C. Tripartite Consultation
D. Right to organize and Collective Bargaining
E. Right of Association (Agriculture)
Choose the correct answer from the options given below:
(1) E, C, B, D, A
(2) A, C, D, B, E
(3) A, B, C, D, E
(4) E, B, D, C, A

69. Sequentially arrange the following provisions of the Industrial Disputes Act, 1947 in ascending order of its sections. (UGC NET HRM June 2026)

A. Publication of reports and awards
B. Form of report on award
C. Person on whom settlement and awards are binding
D. Commencement of the award
E. Period of Operation of settlements and awards
Choose the correct answer from the options given below:
(1) A, B, C, D, E
(2) B, A, D, C, E
(3) A, B, D, E, C
(4) B, A, C, D, E

70. Arrange the following safety provisions of Factories Act, 1948 sequentially in ascending order. (UGC NET HRM June 2026)

A. Self-acting machines
B. Employment of young persons on dangerous machines
C. Casing of new machinery
D. Work on or near machinery in motion
E. Striking gear and devices for cutting off power.
Choose the correct answer from the options given below:
(1) D, E, C, B, A
(2) A, D, B, E, C
(3) D, B, E, A, C
(4) A, B, D, E, C

71. Arrange the following sections of The Minimum Wages Act, 1948 sequentially in ascending order. (UGC NET HRM June 2026)

A. Payment of minimum rates of wages
B. Overtime
C. Wages for two or more classes of work
D. Fixing hours for a normal working day etc.,
E. Wages of workers who works for less than normal working day
Choose the correct answer from the options given below:
(1) A, C, D, B, E
(2) D, B, A, C, E
(3) A, D, B, E, C
(4) A, D, E, C, B

72. Sequentially arrange the following provisions of the Payment of Bonus Act, 1965 in ascending order of its sections. (UGC NET HRM June 2026)

A. Eligibility for bonus
B. Payment of minimum bonus
C. Payment of maximum bonus
D. Computation of number of working days
E. Disqualification for bonus
Choose the correct answer from the options given below:
(1) A, D, B, C, E
(2) D, A, E, B, C
(3) A, D, C, B, E
(4) A, E, B, C, D

73. Arrange these social security laws in ascending order on the basis of year of enactment. (UGC NET HRM June 2026)

A. The Maternity Benefit Act
B. The Payment of Gratuity Act
C. The Employees State Insurance Act
D. The Employees Compensation Act
E. The Employees Provident Fund and Miscellaneous Provisions Act
Choose the correct answer from the options given below:
(1) D, A, B, C, E
(2) D, C, E, A, B
(3) D, A, C, B, E
(4) D, E, C, A, B

74. Sequentially arrange the following health provisions of the Factories Act, 1948 in ascending order of its sections. (UGC NET HRM June 2026)

A. First aid appliance
B. Facilities for sitting
C. Shelters, rest rooms and lunch rooms
D. Canteens
E. Creches
Choose the correct answer from the options given below:
(1) A, B, C, D, E
(2) B, A, D, C, E
(3) C, B, D, A, E
(4) A, B, D, E, C

75. Arrange these employment programmes in ascending order from the date of starting. (UGC NET HRM June 2026)

A. Jawahar Rozgar Yojana
B. Employment Guarantee Act
C. National Rural Employment Programme
D. Rural Landless Employment Guarantee Programme
E. Jawahar Gram Samriddhi Yojana
Choose the correct answer from the options given below:
(1) A, C, D, E, B
(2) C, D, A, E, B
(3) C, D, E, A, B
(4) A, D, E, C, B

76. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Management thought
(A) Scientific Management
(B) Behavioural Approach
(C) Administrative Management
(D) Contingency Approach
List – II – Features
(I) Authority & Responsibility
(II) Action oriented
(III) Time and Motion Study
(IV) Participative and Group Decision Making
Choose the correct answer from the options given below:
(1) A-III, B-IV, C-II, D-I
(2) A-III, B-IV, C-I, D-II
(3) A-III, B-II, C-IV, D-I
(4) A-I, B-II, C-III, D-IV

77. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Terms
(A) Job Description
(B) Job Specification
(C) Job Enrichment
(D) Job Enlargement
List – II – Features
(I) Qualification and experience
(II) Horizontal
(III) Vertical
(IV) Job Title
Choose the correct answer from the options given below:
(1) A-IV, B-I, C-III, D-II
(2) A-III, B-IV, C-I, D-II
(3) A-IV, B-II, C-III, D-I
(4) A-I, B-II, C-III, D-IV

78. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Definitions

(A) Interviews with employees who are leaving the firm

(B) An employer sending employees home due to lack of work

(C) The process of reducing the number of people employed by a firm

(D) Involuntary termination of an employee's employment with the firm

List – II – Terms

(I) Downsizing

(II) Exit interview

(III) Dismissal

(IV) Lay-off

Choose the correct answer from the options given below:

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

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

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

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

79. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – HRD Framework

(A) The Integrated HRD System Approach

(B) The Strategic Framework Approach

(C) The Integrative Framework Approach

(D) Human Capital Appraisal Approach

List – II – Developer/Formulator

(I) Ulrich and Lake

(II) Friedman

(III) Udai Pareek and T.V. Rao

(IV) Yeung and Berman

Choose the correct answer from the options given below:

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

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

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

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

80. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Leadership Theory

(A) Managerial Grid Theory

(B) Contingency Theory

(C) Path Goal Theory

(D) Life Cycle Theory

List – II – Propounder

(I) House and Mitchell

(II) Blake and Mouton

(III) Fiedler

(IV) Paul Hersey

Choose the correct answer from the options given below:

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

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

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

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

81. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Characteristics

(A) A power base that depends on fear of the negative results from failing to comply.

(B) Compliance achieved based on the ability to distribute rewards that others view as valuable.

(C) The power a person receives as a result of his or her position in the formal hierarchy of an organisation.

(D) Influence based on special skills and knowledge

List – II – Types of power

(I) Legitimate power

(II) Expert power

(III) Reward power

(IV) Coercive power

Choose the correct answer from the options given below:

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

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

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

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

82. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Labour Commission/Committee

(A) Royal Commission on Labour

(B) Labour Investigation Committee

(C) National Commission on Labour

(D) Health Survey and Development Committee

List – II – Chairman

(I) D.V. Rege

(II) Joseph Bhore

(III) J.H. Whitley

(IV) Gajendra Gadkar

Choose the correct answer from the options given below:

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

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

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

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

83. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Items

(A) Unfair Labour Practices

(B) Conditions of Service for Change

(C) Public Utility Services

(D) Jurisdiction of Labour Court

List – II – Names of the Schedule

(I) First Schedule

(II) Second Schedule

(III) Fourth Schedule

(IV) Fifth Schedule

Choose the correct answer from the options given below:

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

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

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

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

84. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Conflict Settlement Machinery

(A) Collective bargaining

(B) Works Committee

(C) Conciliation

(D) Standing Labour Committee

List – II – Feature

(I) Statutory bipartite settlement machinery

(II) Non-statutory bipartite settlement machinery

(III) Tripartite advisory body

(IV) Statutory tripartite settlement

Choose the correct answer from the options given below:

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

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

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

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

85. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Articles of Constitution of India

(A) Article 15

(B) Article 16

(C) Article 23

(D) Article 24

List – II – Provisions

(I) Prohibition of discrimination on the ground of religion, race, caste, sex etc.

(II) Prohibition of employment of children in factories etc.

(III) Prohibition of trafficking in human beings and forced labourers

(IV) Equality of opportunity in matters of public employment

Choose the correct answer from the options given below:

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

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

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

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

86. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Event of ILO

(A) Year in which ILO became specialized agency of UN

(B) Year in which India became a permanent member of ILO Governing Body

(C) Year in which ILO got Nobel Prize

(D) Year in which ILO office started in India

List – II – Year

(I) 1922

(II) 1928

(III) 1946

(IV) 1969

Choose the correct answer from the options given below:

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

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

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

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

87. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Wage Theory

(A) Bargaining Theory

(B) Residual Claimant Theory

(C) Subsistence Theory

(D) Wage Fund Theory

List – II – Propounder

(I) Adam Smith

(II) Stuart Mill

(III) John Davidson

(IV) Francis A. Walker

Choose the correct answer from the options given below:

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

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

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

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

88. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Article

(A) Article 39

(B) Article 42

(C) Article 43

(D) Article 47

List – II – State Obligations for Social Security

(I) Provision for securing just and humane conditions of work and for maternity relief

(II) Raising of the level of nutrition and the standard of living of its people

(III) Ensuring a decent standard of life and full enjoyment of leisure

(IV) Securing health and strength of workers, men and women and the tender age of children are not abused.

Choose the correct answer from the options given below:

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

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

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

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

89. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – 5 year Plan

(A) 9th Five Year Plan

(B) 10th Five Year Plan

(C) 11th Five Year Plan

(D) 12th Five Year Plan

List – II – Focus Area

(I) Demographic dividend and growth potential

(II) Towards faster and more inclusive growth

(III) Growth with social justice and equality

(IV) Growth in per capita income or per capita GDP

Choose the correct answer from the options given below:

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

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

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

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

90. Match List – I with List – II. (UGC NET HRM June 2026)

List – I – Books

(A) Industrial Democracy

(B) Indian Working Class

(C) Principles of Economics

(D) Economics of Labour

List – II – Authors

(I) A. Marshall

(II) R.A. Lester

(III) Sidney and Beatrice Webb

(IV) R.K. Mukerjee

Choose the correct answer from the options given below:

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

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

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

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

READING PASSAGE FOR QUESTION 91

Read the following passage and answer the questions that follow.

The trade union movement in contemporary India faces a dynamic landscape of challenges and opportunities. On one hand, trade unions play a crucial role in advocating for the rights and welfare of workers, improving working conditions, and achieving collective bargaining agreements with employers. On the other hand, trade unions encounter various obstacles that hinder their effectiveness, including anti-union practices by employers, fragmentation, changing nature of work, limited social security coverage, inadequate enforcement of labour laws, technological displacement, public perception, and inequality.

Anti-union practices of employers, such as intimidation and unfair labour practices, can pose barriers to workers seeking to form or join trade unions. Fragmentation and divisions among various trade unions can dilute bargaining power and reduce the effectiveness of collective bargaining efforts. The changing nature of work, including casualization, contractualization, and gig economy trends, presents challenges for trade unions in organizing and representing workers effectively.

Additionally, limited social security coverage, inadequate enforcement of labour laws, and technological displacement can impact workers' well-being and job security, posing challenges for trade unions to address these issues and protect workers' rights. Public perception and image of trade unions can also impact their ability to garner support and influence policy decisions. Furthermore, inequality and discrimination in the workplace based on factors such as caste, gender, religion, or nationality can be significant challenges that trade unions need to tackle.

91. What role do trade unions play in contemporary India? (UGC NET HRM June 2026)

(1) Hindering workers' rights

(2) Advocating for employers' interests

(3) Advocating for workers' rights and welfare

(4) Promoting fragmentation among workers

READING PASSAGE FOR QUESTION 92

Read the following passage and answer the questions that follow.

The trade union movement in contemporary India faces a dynamic landscape of challenges and opportunities. On one hand, trade unions play a crucial role in advocating for the rights and welfare of workers, improving working conditions, and achieving collective bargaining agreements with employers. On the other hand, trade unions encounter various obstacles that hinder their effectiveness, including anti-union practices by employers, fragmentation, changing nature of work, limited social security coverage, inadequate enforcement of labour laws, technological displacement, public perception, and inequality.

Anti-union practices of employers, such as intimidation and unfair labour practices, can pose barriers to workers seeking to form or join trade unions. Fragmentation and divisions among various trade unions can dilute bargaining power and reduce the effectiveness of collective bargaining efforts. The changing nature of work, including casualization, contractualization, and gig economy trends, presents challenges for trade unions in organizing and representing workers effectively.

Additionally, limited social security coverage, inadequate enforcement of labour laws, and technological displacement can impact workers' well-being and job security, posing challenges for trade unions to address these issues and protect workers' rights. Public perception and image of trade unions can also impact their ability to garner support and influence policy decisions. Furthermore, inequality and discrimination in the workplace based on factors such as caste, gender, religion, or nationality can be significant challenges that trade unions need to tackle.

92. Which TWO statements each include a technology-related obstacle to trade unions, alongside other obstacles mentioned in the passage? (UGC NET HRM June 2026)

A. Fragmentation, limited social security coverage and technological displacement

B. Fragmentation, public perception, and inadequate labour law

C. Limited social security coverage, anti-union practices and inequality

D. Changing nature of work, public perception, and technological displacement

Choose the most appropriate answer from the options given below:

(1) A and B only

(2) B and C only

(3) A and D only

(4) A and C only

READING PASSAGE FOR QUESTION 93

Read the following passage and answer the questions that follow.

The trade union movement in contemporary India faces a dynamic landscape of challenges and opportunities. On one hand, trade unions play a crucial role in advocating for the rights and welfare of workers, improving working conditions, and achieving collective bargaining agreements with employers. On the other hand, trade unions encounter various obstacles that hinder their effectiveness, including anti-union practices by employers, fragmentation, changing nature of work, limited social security coverage, inadequate enforcement of labour laws, technological displacement, public perception, and inequality.

Anti-union practices of employers, such as intimidation and unfair labour practices, can pose barriers to workers seeking to form or join trade unions. Fragmentation and divisions among various trade unions can dilute bargaining power and reduce the effectiveness of collective bargaining efforts. The changing nature of work, including casualization, contractualization, and gig economy trends, presents challenges for trade unions in organizing and representing workers effectively.

Additionally, limited social security coverage, inadequate enforcement of labour laws, and technological displacement can impact workers' well-being and job security, posing challenges for trade unions to

address these issues and protect workers' rights. Public perception and image of trade unions can also impact their ability to garner support and influence policy decisions. Furthermore, inequality and discrimination in the workplace based on factors such as caste, gender, religion, or nationality can be significant challenges that trade unions need to tackle.

93. What can hinder workers seeking to form or join trade unions, according to the passage? (UGC NET HRM June 2026)

(1) Inadequate labour laws
(2) Public perception
(3) Anti-union practices by employers
(4) Technological displacement

READING PASSAGE FOR QUESTION 94

Read the following passage and answer the questions that follow.

The trade union movement in contemporary India faces a dynamic landscape of challenges and opportunities. On one hand, trade unions play a crucial role in advocating for the rights and welfare of workers, improving working conditions, and achieving collective bargaining agreements with employers. On the other hand, trade unions encounter various obstacles that hinder their effectiveness, including anti-union practices by employers, fragmentation, changing nature of work, limited social security coverage, inadequate enforcement of labour laws, technological displacement, public perception, and inequality.

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Additionally, limited social security coverage, inadequate enforcement of labour laws, and technological displacement can impact workers' well-being and job security, posing challenges for trade unions to address these issues and protect workers' rights. Public perception and image of trade unions can also impact their ability to garner support and influence policy decisions. Furthermore, inequality and discrimination in the workplace based on factors such as caste, gender, religion, or nationality can be significant challenges that trade unions need to tackle.

94. How can the changing nature of work pose challenges for trade unions? (UGC NET HRM June 2026)

(1) It strengthens collective bargaining efforts
(2) It makes organizing and representation easier
(3) It presents challenges in organizing and representing workers effectively
(4) It reduces the need for trade unions

READING PASSAGE FOR QUESTION 95

Read the following passage and answer the questions that follow.

The trade union movement in contemporary India faces a dynamic landscape of challenges and opportunities. On one hand, trade unions play a crucial role in advocating for the rights and welfare of workers, improving working conditions, and achieving collective bargaining agreements with employers. On the other hand, trade unions encounter various obstacles that hinder their effectiveness, including anti-union practices by employers, fragmentation, changing nature of work, limited social security coverage, inadequate enforcement of labour laws, technological displacement, public perception, and inequality.

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95. What is mentioned as a potential factor impacting trade unions' ability to garner support and influence policy decisions? (UGC NET HRM June 2026)

(1) Technological displacement
(2) Fragmentation
(3) Public perception and image
(4) Inadequate enforcement of labour laws

READING PASSAGE FOR QUESTION 96

Read the following passage and answer the questions that follow.

The Indian government has introduced new labour codes, which are expected to simplify labour laws, provide greater flexibility for companies to manage their workforce, and offer better protection and benefits for workers. The new labour codes are also expected to have an impact on HR technology in the country.

Under the new codes, companies will be able to hire workers on fixed-term contracts. This will give companies greater flexibility in hiring, allowing them to adjust their workforce according to their business needs. The new codes will also make it easier for companies to maintain detailed records of their workers, including their wages, working hours, and other benefits. Further, many definitions across new codes are common, this is one of the major changes which would eliminate the ambiguity. The new codes will provide greater protection and benefits for workers, including provisions for minimum wages, social security benefits, and grievance redressal mechanisms. The codes will also provide for a new social security net for workers, including insurance and pension benefits.

The introduction of the new labour codes is expected to have a significant impact on HR technology in India. Companies will need to adopt new HR technologies to manage their workforce and comply with the new labour codes. HR technology providers will need to update their platforms to ensure compliance with the new regulations. The new labour codes may also lead to the development of new HR technologies that can help companies manage their workforce more effectively.

While the new codes have been welcomed by many in the business community. Some labour activists have raised concerns that the new codes may lead to the exploitation of workers, particularly those on fixed-term contracts. They have also expressed concerns that the new codes may lead to a dilution of labour rights and protections. However, concerns raised by labour activists suggest that the implementation of the new codes may not be without its challenges.

96. What new provision allows companies to have greater flexibility in managing their workforce under the new labour codes? (UGC NET HRM June 2026)

(1) Fixed-term contracts hiring
(2) Permanent employment mandates
(3) Limited hiring options
(4) Restricted working hours

READING PASSAGE FOR QUESTION 97

Read the following passage and answer the questions that follow.

The Indian government has introduced new labour codes, which are expected to simplify labour laws, provide greater flexibility for companies to manage their workforce, and offer better protection and benefits for workers. The new labour codes are also expected to have an impact on HR technology in the country.

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97. How will the new labour codes impact the recording of workers' information for companies? (UGC NET HRM June 2026)

(1) It will make it easier to maintain detailed records of wages, working hours and benefits.
(2) It will not affect the recording of worker information.
(3) It will not make it easier for companies to maintain detailed records.
(4) It will lead to the elimination of worker records.

READING PASSAGE FOR QUESTION 98

Read the following passage and answer the questions that follow.

The Indian government has introduced new labour codes, which are expected to simplify labour laws, provide greater flexibility for companies to manage their workforce, and offer better protection and benefits for workers. The new labour codes are also expected to have an impact on HR technology in the country.

Under the new codes, companies will be able to hire workers on fixed-term contracts. This will give companies greater flexibility in hiring, allowing them to adjust their workforce according to their

business needs. The new codes will also make it easier for companies to maintain detailed records of their workers, including their wages, working hours, and other benefits. Further, many definitions across new codes are common, this is one of the major changes which would eliminate the ambiguity. The new codes will provide greater protection and benefits for workers, including provisions for minimum wages, social security benefits, and grievance redressal mechanisms. The codes will also provide for a new social security net for workers, including insurance and pension benefits.

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While the new codes have been welcomed by many in the business community. Some labour activists have raised concerns that the new codes may lead to the exploitation of workers, particularly those on fixed-term contracts. They have also expressed concerns that the new codes may lead to a dilution of labour rights and protections. However, concerns raised by labour activists suggest that the implementation of the new codes may not be without its challenges.

98. What potential outcome of the new labour codes is mentioned in relation to HR technology development? (UGC NET HRM June 2026)

(1) Decrease in HR technology development
(2) No impact on HR technology development
(3) Development of new HR technologies
(4) Decrease in demand for HR technology

READING PASSAGE FOR QUESTION 99

Read the following passage and answer the questions that follow.

The Indian government has introduced new labour codes, which are expected to simplify labour laws, provide greater flexibility for companies to manage their workforce, and offer better protection and benefits for workers. The new labour codes are also expected to have an impact on HR technology in the country.

Under the new codes, companies will be able to hire workers on fixed-term contracts. This will give companies greater flexibility in hiring, allowing them to adjust their workforce according to their business needs. The new codes will also make it easier for companies to maintain detailed records of their workers, including their wages, working hours, and other benefits. Further, many definitions across new codes are common, this is one of the major changes which would eliminate the ambiguity. The new codes will provide greater protection and benefits for workers, including provisions for minimum wages, social security benefits, and grievance redressal mechanisms. The codes will also provide for a new social security net for workers, including insurance and pension benefits.

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While the new codes have been welcomed by many in the business community. Some labour activists have raised concerns that the new codes may lead to the exploitation of workers, particularly those on fixed-term contracts. They have also expressed concerns that the new codes may lead to a dilution of

labour rights and protections. However, concerns raised by labour activists suggest that the implementation of the new codes may not be without its challenges.

99. How will the new labour codes impact companies' ability to adjust their workforce according to business needs? (UGC NET HRM June 2026)

(1) It will restrict flexibility in hiring
(2) It will provide greater flexibility in hiring
(3) It will lead to a decrease in hiring options
(4) It will limit workforce adjustment

READING PASSAGE FOR QUESTION 100

Read the following passage and answer the questions that follow.

The Indian government has introduced new labour codes, which are expected to simplify labour laws, provide greater flexibility for companies to manage their workforce, and offer better protection and benefits for workers. The new labour codes are also expected to have an impact on HR technology in the country.

Under the new codes, companies will be able to hire workers on fixed-term contracts. This will give companies greater flexibility in hiring, allowing them to adjust their workforce according to their business needs. The new codes will also make it easier for companies to maintain detailed records of their workers, including their wages, working hours, and other benefits. Further, many definitions across new codes are common, this is one of the major changes which would eliminate the ambiguity. The new codes will provide greater protection and benefits for workers, including provisions for minimum wages, social security benefits, and grievance redressal mechanisms. The codes will also provide for a new social security net for workers, including insurance and pension benefits.

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While the new codes have been welcomed by many in the business community. Some labour activists have raised concerns that the new codes may lead to the exploitation of workers, particularly those on fixed-term contracts. They have also expressed concerns that the new codes may lead to a dilution of labour rights and protections. However, concerns raised by labour activists suggest that the implementation of the new codes may not be without its challenges.

100. What concerns have some labour activists raised regarding the new labour codes? (UGC NET HRM June 2026)

(1) They may lead to increased workers protections
(2) They may result in better grievance redressal mechanisms
(3) They may lead to the exploitation of workers particularly those on fixed term contracts
(4) They may strengthen labour rights and protections