



SJVN LIMITED

(A Joint Venture of Govt. of India & Govt. of Himachal Pradesh)
A 'Mini Ratna' & Schedule 'A' PSU | ISO 9001:2015 Certified Company
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Participant ID	
Participant Name	
Test Center Name	
Test Date	19/03/2023
Test Time	8:30 AM - 10:30 AM
Subject	Field Officer(HR)

Section : **Subject Related**

Q.1 Which of the following Organizational Development interventions aims to enhance job efficiency and employee satisfaction by creating a more significant scope of more challenging work and greater autonomy?

- Ans**
- 1. Team building
 - 2. Collaborative management
 - 3. Performance management
 - 4. Job enrichment

Question ID : **630680179067**
Status : **Answered**
Chosen Option : **4**

Q.2 Which of the following refers to the use of web-based technology for various processes of attracting, assessing, selecting, recruiting and onboarding job candidates?

- Ans**
- 1. M-recruitment
 - 2. Campus recruitment
 - 3. E-recruitment
 - 4. Advertisement

Question ID : **630680179010**
Status : **Answered**
Chosen Option : **3**

Q.3 Which of the following is said to be the type of market where in businesses promote their products and services to a small, specific, and well-defined audience?

- Ans**
- 1. Zonal market
 - 2. Role market
 - 3. Niche market
 - 4. Green market

Question ID : **630680178993**
Status : **Answered**
Chosen Option : **3**

Q.4 Which of the following terms is stated when groups inside and outside an organisation disagree on various issues?

- Ans
- 1. Interpersonal conflict
 - 2. Intra-group conflict
 - 3. Intergroup conflict
 - 4. Intrapersonal conflict

Question ID : 630680178972

Status : Answered

Chosen Option : 3

Q.5 Which of the following is NOT a significance of the organising function?

- Ans
- 1. Facilitates the administration
 - 2. Fosters the coordination
 - 3. Improves the deviation
 - 4. Delegates the authority

Question ID : 630680179016

Status : Answered

Chosen Option : 3

Q.6 Which of the following is defined as an advertising discipline that includes all the marketing activities conducted by a business online, using an electronic device or the internet?

- Ans
- 1. Buzz marketing
 - 2. Neuro marketing
 - 3. Jay marketing
 - 4. E-marketing

Question ID : 630680178988

Status : Answered

Chosen Option : 4

Q.7 Which of the following options is applicable in the classical conditioning of responses?

- Ans
- 1. Elicited from a person
 - 2. Emitted from a person
 - 3. United from a person
 - 4. Chosen from a person

Question ID : 630680179029

Status : Answered

Chosen Option : 2

Q.8 The 'Theory of Employment' was proposed by:

- Ans
- 1. Max Weber
 - 2. JM Keynes
 - 3. Alfred Marshall
 - 4. Julius Waring

Question ID : 630680178981
Status : Answered
Chosen Option : 2

Q.9 Which of the following welfare concepts states that the man is essentially a 'religious animal,'?

- Ans
- 1. Trusteeship Theory of Labour Welfare
 - 2. Public Relations Theory of Labour Welfare
 - 3. Religious Theory of Labour Welfare
 - 4. Dual Theory of Labour Welfare

Question ID : 630680179004
Status : Answered
Chosen Option : 3

Q.10 Which of the following is NOT a tip to become a strategic HR partner?

- Ans
- 1. Prioritise investments
 - 2. Assess business readiness
 - 3. Know your business
 - 4. Follow unethical codes

Question ID : 630680178966
Status : Answered
Chosen Option : 4

Q.11 Which of the following terms defines the feelings of uncertainty, confusion, or anxiety that people may experience when moving to a new country or experiencing new culture or surroundings?

- Ans
- 1. Cultural preview
 - 2. Cultural blind area
 - 3. Cultural shock
 - 4. Cultural glance

Question ID : 630680178973
Status : Answered
Chosen Option : 3

Q.12 Which of the following options refers to the creation of strategies for meeting business goals and achieving objectives?

- Ans**
- 1. Goal planning
 - 2. Human resource planning
 - 3. Corporate planning
 - 4. Strategic planning

Question ID : 630680179080
Status : Answered
Chosen Option : 4

Q.13 Which of the following is the initial step in an organising process?

- Ans**
- 1. Establishment of organisational hierarchy
 - 2. Coordination of efforts and scheduling of activities
 - 3. Departmentalisation
 - 4. Identification and division of work

Question ID : 630680179022
Status : Answered
Chosen Option : 1

Q.14 Which of the following is said to be the introduction of policies and strategies that reward every employee within a business fairly and consistently across the board?

- Ans**
- 1. Wage execution
 - 2. Reward promotion
 - 3. Reward management
 - 4. Salary planning

Question ID : 630680179085
Status : Answered
Chosen Option : 3

Q.15 Which of the following is implemented in unexpected situations, that is, when something unexpected happens or when something needs to be changed?

- Ans**
- 1. Operational planning
 - 2. Strategic planning
 - 3. Contingency planning
 - 4. Tactical planning

Question ID : 630680179020
Status : Answered
Chosen Option : 3

Q.16 What is the minimum number of members required for the registration of a trade union under the Trade Union Act, 1926?

- Ans**
- 1. Five or less
 - 2. Seven
 - 3. Fifteen or more
 - 4. Two

Question ID : **630680179084**
Status : **Answered**
Chosen Option : **2**

Q.17 What is the maximum spread-over period of work of an adult worker in a factory, Including office intervals of rest?

- Ans**
- 1. Ten and half hours
 - 2. Eight hours
 - 3. Nine hours
 - 4. Nine and half hours

Question ID : **630680179063**
Status : **Answered**
Chosen Option : **1**

Q.18 Which of the following section deals with definition of certifying officer under The Industrial Employment Standing Orders Act 1946?

- Ans**
- 1. Section 2 (a)
 - 2. Section 2 (b)
 - 3. Section 2 (c)
 - 4. Section 2 (d)

Question ID : **630680178979**
Status : **Answered**
Chosen Option : **3**

Q.19 Which of the following is defined as a distinctive approach towards employment management which seeks to achieve a competitive advantage through the strategic deployment of a highly committed and capable workforce, using an integrated array of cultural, structural and personnel techniques?

- Ans**
- 1. Strategic production activity
 - 2. Strategic marketing
 - 3. Strategic management
 - 4. Strategic HRM

Question ID : **630680178987**
Status : **Answered**
Chosen Option : **4**

Q.20 Which of the following approaches deals with the reasons for success of methods in one situation and failure in another?

- Ans**
- 1. Systems approach
 - 2. Quantitative approach
 - 3. Contingency approach
 - 4. Behavioural approach

Question ID : 630680179008
Status : Answered
Chosen Option : 3

Q.21 Which of the following is NOT a roadmap for the OHSAS 18001 Awareness Training Program?

- Ans**
- 1. Establish safety policy and objectives
 - 2. Identify hazards and risks
 - 3. Analyse the welfare aspects
 - 4. Evaluate likelihood and impact of risks

Question ID : 630680179078
Status : Answered
Chosen Option : 4

Q.22 What is the value of Karl Pearson coefficient for the following data?

X	39	65	62	90	82	75	25	98	36	78
Y	47	53	58	86	62	68	60	91	51	84

- Ans**
- 1. 0.01
 - 2. 0.230
 - 3. 1.072
 - 4. 0.78

Question ID : 630680179077
Status : Answered
Chosen Option : 3

Q.23 Which of the following types of research identifies similarities and differences between two individuals, subjects or groups?

- Ans**
- 1. Field research
 - 2. Action research
 - 3. Comparative research
 - 4. Deductive research

Question ID : 630680179072
Status : Answered
Chosen Option : 3

Q.24 Which Schedule of the Payment of Bonus Act, 1965, mentions the items for computation of gross profit for any company other than a banking company?

- Ans**
- 1. Schedule IV
 - 2. Schedule III
 - 3. Schedule I
 - 4. Schedule II

Question ID : **630680179058**
Status : **Answered**
Chosen Option : **4**

Q.25 In which of the following have the parties agreed, pursuant to an arbitration provision in their contract, that in the event of a dispute, the matter shall be resolved?

- Ans**
- 1. Judicial arbitration
 - 2. Contractual arbitration
 - 3. Arbitration by stipulation
 - 4. Arbitration by executive

Question ID : **630680178967**
Status : **Answered**
Chosen Option : **3**

Q.26 Which of the following Sections deals with model standing orders under Employment Standing Orders Act, 1946?

- Ans**
- 1. Section 9
 - 2. Section 10
 - 3. Section 12A
 - 4. Section 8

Question ID : **630680178978**
Status : **Answered**
Chosen Option : **2**

Q.27 An entrepreneur has made an outline course of actions pertaining to the annual sales plan based on an estimate of future sales. Which of the following managements does it belong to?

- Ans**
- 1. Directing
 - 2. Coordinating
 - 3. Planning
 - 4. Controlling

Question ID : **630680179019**
Status : **Answered**
Chosen Option : **3**

Q.28 Which of the following Sections of the Payment of Gratuity Act, 1972, deals with continuous service?

- Ans**
- 1. Section 7
 - 2. Section 3A
 - 3. Section 4
 - 4. Section 2A

Question ID : **630680179055**
Status : **Answered**
Chosen Option : **4**

Q.29 Which of the following is paid outside of a company's regular policy (that is, quarterly, annual, etc.) and is usually the result of having excess cash in hand for one reason or another?

- Ans**
- 1. Preferred dividend
 - 2. Stock dividend
 - 3. Special dividend
 - 4. Assets dividend

Question ID : **630680178997**
Status : **Answered**
Chosen Option : **3**

Q.30 Which of the following Sections of the Industrial Disputes Act, 1947, deals with industrial tribunals?

- Ans**
- 1. Section 7A
 - 2. Section 8
 - 3. Section 1
 - 4. Section 9

Question ID : **630680179053**
Status : **Answered**
Chosen Option : **1**

Q.31 Which of the following deals with the systematic structure of rules, regulations, practices, and procedures that are used to run a company?

- Ans**
- 1. Citizen governance
 - 2. Corporate system
 - 3. Corporate development
 - 4. Corporate governance

Question ID : **630680179003**
Status : **Answered**
Chosen Option : **2**

Q.32 Which of the following is said to be a commodity or an input demanded to be used as input in the future production of goods?

- Ans**
- 1. Market demand
 - 2. Derived demand
 - 3. Inelastic demand
 - 4. Change demand

Question ID : **630680179000**
Status : **Answered**
Chosen Option : **2**

Q.33 Which of the following suggests that certain inborn or innate qualities and characteristics make someone a leader?

- Ans**
- 1. Normative approach
 - 2. Trait approach
 - 3. Process approach
 - 4. Dynamic approach

Question ID : **630680179035**
Status : **Answered**
Chosen Option : **2**

Q.34 In case of which of the following unions do the workers of any industry, any region and of any job or occupation form one union in order to protect the overall interests of themselves?

- Ans**
- 1. Industrial union
 - 2. Federation union
 - 3. General union
 - 4. Craft union

Question ID : **630680179081**
Status : **Answered**
Chosen Option : **3**

Q.35 Which of the following Organizational Development interventions is at echno-structural intervention?

- Ans**
- 1. Talent development
 - 2. Individual intervention
 - 3. Intergroup relations
 - 4. Total quality management

Question ID : **630680179066**
Status : **Answered**
Chosen Option : **3**

Q.36 Which of the following labour markets exists within a firm if the firm fills higher-level positions in the firm primarily by promotion from within the firm?

- Ans**
- 1. Primary labour market
 - 2. External labour market
 - 3. Internal labour market
 - 4. Secondary labour market

Question ID : **630680179001**
Status : **Answered**
Chosen Option : **3**

Q.37 The provident fund vested in shall be administrated by the Central Board under Section _____ of the Provident Fund Act, 1956.

- Ans**
- 1. 4
 - 2. 5A
 - 3. 3
 - 4. 4A

Question ID : **630680179050**
Status : **Answered**
Chosen Option : **2**

Q.38 Who among the following proposed the surplus wage theory?

- Ans**
- 1. John Maynard Keynes
 - 2. Karl Marx
 - 3. Adam Smith
 - 4. Max Weber

Question ID : **630680178992**
Status : **Answered**
Chosen Option : **2**

Q.39 The personality model that depicts individuals to be constantly in the grip of two powerful opposing forces and to try resolving the tension therefrom is termed as:

- Ans**
- 1. self-fulfilment model
 - 2. consistency model
 - 3. conflict model
 - 4. participative model

Question ID : **630680179033**
Status : **Answered**
Chosen Option : **2**

Q.40 As per the Payment of Wages Act, 1936, the time for payment of wages should be before the end of 7th day of the month, where the establishment employs _____ workers.

- Ans**
- 1. less than 300
 - 2. less than 900
 - 3. less than 700
 - 4. less than 1000

Question ID : **630680179057**
Status : **Answered**
Chosen Option : **4**

Q.41 What does the term 'NLC' stand for?

- Ans**
- 1. National Labour Closure
 - 2. Neutral Labour Committee
 - 3. National Labour Commission
 - 4. National Long Carnival

Question ID : **630680178974**
Status : **Answered**
Chosen Option : **3**

Q.42 Which of the following is defined as step-by-step training in which the trainer explains the way of doing the job to the trainee and, in case of mistakes, corrects the trainee?

- Ans**
- 1. Internship training
 - 2. Coaching
 - 3. Job instruction training
 - 4. Job rotation

Question ID : **630680179040**
Status : **Answered**
Chosen Option : **3**

Q.43 Which of the following terms is defined as a person living and/or working in a country other than his/her country of citizenship, often temporarily and for work reasons?

- Ans**
- 1. Homeland employee
 - 2. Fourth country national
 - 3. Expatriate
 - 4. Impatriate

Question ID : **630680179046**
Status : **Answered**
Chosen Option : **3**

Q.44 Which of the following refers to the allocation of people to a job, with new assignments to new employees?

- Ans**
- 1. Development
 - 2. Motivation
 - 3. Orientation
 - 4. Placement

Question ID : **630680179015**
Status : **Answered**
Chosen Option : **4**

Q.45 As per the Industrial Employment (Standing Orders) Act, 1946, what is the rate of subsistence allowance paid to an employee beyond the first ninety days of enquiry?

- Ans**
- 1. 50% of wages
 - 2. 75% of wages
 - 3. 40% of wages
 - 4. 65% of wages

Question ID : **630680178980**
Status : **Answered**
Chosen Option : **1**

Q.46 Which of the following provisions is specified under Section 17 of the Contract Labour (Regulation and Abolition) Act, 1970?

- Ans**
- 1. Other Facilities
 - 2. First Aid
 - 3. Grant of License
 - 4. Restrooms

Question ID : **630680179065**
Status : **Answered**
Chosen Option : **4**

Q.47 Which of the following change levels symbolises the act of reinforcing, stabilising and solidifying anew state after a change?

- Ans**
- 1. Moulding
 - 2. Unfreezing
 - 3. Changing
 - 4. Refreezing

Question ID : **630680179036**
Status : **Answered**
Chosen Option : **4**

Q.48 Which stage of the product life cycle deals with the rise in demand, increase in production and expansion in availability of the product?

- Ans**
- 1. Removing stage
 - 2. Introduction stage
 - 3. Growth stage
 - 4. Decline stage

Question ID : **630680178999**
Status : **Answered**
Chosen Option : **3**

Q.49 Which of the following Sections of the Industrial Disputes Act, 1947, defines the term 'Layoff'?

- Ans**
- 1. Section 2 (kkk)
 - 2. Section 2 (k)
 - 3. Section 2 (kaa)
 - 4. Section 2 (kbb)

Question ID : **630680179054**
Status : **Answered**
Chosen Option : **1**

Q.50 Which of the following is issued to an employee as a notice that provides an opportunity to explain his/her conduct?

- Ans**
- 1. Conduct of enquiry
 - 2. Issue of a charge-sheet
 - 3. Pending enquiry
 - 4. Preliminary investigation

Question ID : **630680178970**
Status : **Answered**
Chosen Option : **2**

Q.51 Which of the following interviews consists of coverage of the complete life history of the applicant, including areas of the candidate's work experience, health, hobbies and interests?

- Ans**
- 1. Patterned interview
 - 2. Preliminary interview
 - 3. Stress interview
 - 4. Depth interview

Question ID : **630680179011**
Status : **Answered**
Chosen Option : **4**

Q.52 What are the elements contained in 'AIO' under psycho graphic segmentation?

- Ans
- 1. Activities, Interests and Opinions
 - 2. Accurate, Innovation and Omission
 - 3. Assure, Intelligent and Obstacle
 - 4. Attractive, Initiative and Obtain

Question ID : 630680178989
Status : Answered
Chosen Option : 4

Q.53 The term 'Culture' refers to _____.

- Ans
- 1. product preference
 - 2. wants, search and decisions
 - 3. social values, language and customs
 - 4. needs, motives and perception

Question ID : 630680178990
Status : Answered
Chosen Option : 3

Q.54 Which of the following Chapters of the Contract Labour (Regulation and Abolition) Act, 1970, deals with the provision of licensing of contractors?

- Ans
- 1. Chapter II
 - 2. Chapter IV
 - 3. Chapter V
 - 4. Chapter VI

Question ID : 630680179064
Status : Answered
Chosen Option : 3

Q.55 Which of the following principles deals with one plan for one unit under the administrative school of management?

- Ans
- 1. Scalar chain
 - 2. Unity of direction
 - 3. Division of work
 - 4. Order

Question ID : 630680179007
Status : Answered
Chosen Option : 3

Q.56 Which of the following network channels relies on a central figure to act as a conduit for all the communication processes of the group?

- Ans**
- 1. Bus
 - 2. Grid
 - 3. Chain
 - 4. Wheel

Question ID : **630680179023**
Status : **Answered**
Chosen Option : **3**

Q.57 Which of the following is a disciplinary action followed in disciplinary proceedings?

- Ans**
- 1. Executive appraisal
 - 2. Demotion
 - 3. Promotion
 - 4. Reward

Question ID : **630680178968**
Status : **Answered**
Chosen Option : **2**

Q.58 Which of the following Sections of the Minimum Wages Act, 1948, provides for fixing of minimum rates of wages?

- Ans**
- 1. Section 2
 - 2. Section 5
 - 3. Section 3
 - 4. Section 6

Question ID : **630680179060**
Status : **Answered**
Chosen Option : **3**

Q.59 Which of the following approaches states that key positions are handled by nationals of the parent country?

- Ans**
- 1. Regiocentric approach
 - 2. Ethnocentric approach
 - 3. Polycentric approach
 - 4. Geocentric approach

Question ID : **630680179047**
Status : **Answered**
Chosen Option : **2**

Q.60 Which of the following Sections of the Employee's Provident Fund Act, 1952, deals with the provision of Employee's Provident Fund Scheme?

- Ans**
- 1. Section 5
 - 2. Section 4
 - 3. Section 3
 - 4. Section 2

Question ID : **630680179049**
Status : **Answered**
Chosen Option : **1**

Q.61 Which of the following types of conflict is related to the content and goals of the work?

- Ans
- 1. Functional conflict
 - 2. Task conflict
 - 3. Relationship conflict
 - 4. Process conflict

Question ID : 630680179034
Status : Answered
Chosen Option : 2

Q.62 Which of the following types of counselling states that the counselee or client or pupil, and not the counsellor, is the pivot of the counselling process?

- Ans
- 1. Non-directive counselling
 - 2. Directive counselling
 - 3. Eclectic counselling
 - 4. Module counselling

Question ID : 630680179069
Status : Answered
Chosen Option : 1

Q.63 What is the initial step in a training process?

- Ans
- 1. Implementation of training
 - 2. Training design
 - 3. Need assessment
 - 4. Training evaluation

Question ID : 630680179038
Status : Answered
Chosen Option : 3

Q.64 Which of the following methods states that the trainees 'learn through practical action' pertaining to the task assigned to them?

- Ans
- 1. Business games
 - 2. Grid training
 - 3. Role play
 - 4. Lectures

Question ID : 630680179039
Status : Answered
Chosen Option : 1

Q.65 Which of the following terms is used for the employees employed outside their home country in such a branch of the company that is situated neither in the employee's home country nor in the company's home country?

- Ans**
- 1. Host country nationals
 - 2. Third country nationals
 - 3. Parent country nationals
 - 4. Gross country nationals

Question ID : **630680179048**
Status : **Answered**
Chosen Option : **2**

Q.66 Persons with which of the following types of motivation perform work better when they are complimented for their favourable attitudes and co-operation?

- Ans**
- 1. Competence motivation
 - 2. Achievement motivation
 - 3. Affiliation motivation
 - 4. Power motivation

Question ID : **630680179031**
Status : **Answered**
Chosen Option : **3**

Q.67 What is the final step to be taken under a disciplinary action?

- Ans**
- 1. Imposing fine
 - 2. Written warning
 - 3. Termination
 - 4. Performance appraisal

Question ID : **630680178969**
Status : **Answered**
Chosen Option : **3**

Q.68 Which of the following is/are set up for the specific purpose of being development banks, for the promotion and balanced development, of each state?

- Ans**
- 1. Foreign institutional investors
 - 2. Industrial Development Bank of India
 - 3. Industrial Credit and Investment Corporation of India
 - 4. State financial corporations

Question ID : **630680179002**
Status : **Answered**
Chosen Option : **3**

Q.69 Which of the following systems is used for measuring the outcome of an individual from an assigned job?

- Ans**
- 1. Reward system
 - 2. Promotion system
 - 3. Performance demoted system
 - 4. Performance management system

Question ID : **630680179045**
Status : **Answered**
Chosen Option : **4**

Q.70 Within how many days should the dissolution notice of a registered trade union be sent to the Registrar for approval?

- Ans**
- 1. Thirty days
 - 2. Fourteen days
 - 3. Twenty days
 - 4. Sixty days

Question ID : **630680179082**
Status : **Answered**
Chosen Option : **2**

Q.71 Which of the following is said to be the preliminary the fact-finding body in a disciplinary procedure?

- Ans**
- 1. Conciliation
 - 2. Works committee
 - 3. Court of enquiry
 - 4. Arbitration

Question ID : **630680178983**
Status : **Answered**
Chosen Option : **3**

Q.72 Which of the following is NOT one of the essential elements of a good report?

- Ans**
- 1. A report should be factual.
 - 2. A report should relate to a certain period.
 - 3. A report should be periodically reviewed.
 - 4. A report should be long, without proper alignment.

Question ID : **630680179073**
Status : **Answered**
Chosen Option : **4**

Q.73 Which of the following deals with the five decisions of background, contacts with people, decision-making, physical and mechanical activities and work-setting?

- Ans**
- 1. Work Profiling System (WPS)
 - 2. Occupational Analysis Inventory
 - 3. Common Metric Questionnaire (CMQ)
 - 4. Multipurpose Occupational System Analysis Inventory – Close-ended (MOSAIC)

Question ID : 630680179017
Status : Answered
Chosen Option : 1

Q.74 What is the effect if the demand for a firm's output increases?

- Ans**
- 1. The firm will demand for more price of the product.
 - 2. There will be no change in the labour force.
 - 3. The firm will require less labour.
 - 4. The firm will require more labour.

Question ID : 630680178975
Status : Answered
Chosen Option : 4

Q.75 Which of the following theories provides the basis for an atmosphere of goodwill between labour and management and between management and the public?

- Ans**
- 1. Public Relations Theory of Labour Welfare
 - 2. Functional Theory of Labour Welfare
 - 3. Placating Theory of Labour Welfare
 - 4. Philanthropic Theory of Labour Welfare

Question ID : 630680179006
Status : Answered
Chosen Option : 1

Q.76 Which of the following refers to an individual's positive emotional feeling towards a particular job assigned or performed by the individual?

- Ans**
- 1. Job persuasion
 - 2. Job dissatisfaction
 - 3. Job satisfaction
 - 4. Job analysis

Question ID : 630680179043
Status : Answered
Chosen Option : 3

Q.77 Who among the following developed the systems approach of industrial relations?

- Ans
- 1. John P Dunlop
 - 2. John R Commons
 - 3. Karl Marx
 - 4. Edward James

Question ID : 630680178986
Status : Answered
Chosen Option : 1

Q.78 Which of the following styles of leadership is high in relationship and low in task performance?

- Ans
- 1. Participative style
 - 2. Supporting style
 - 3. Autocratic style
 - 4. Free-rein style

Question ID : 630680179024
Status : Answered
Chosen Option : 4

Q.79 Which of the following is the concept of welfare of the desirable state of existence involving physical, mental and emotional wellbeing?

- Ans
- 1. Social concept
 - 2. Total concept
 - 3. Relative concept
 - 4. Holistic concept

Question ID : 630680179005
Status : Answered
Chosen Option : 1

Q.80 Which of the following involves dividing the population into sub-groups, with each sub-group having characteristics similar to the whole sample?

- Ans
- 1. Cluster sampling
 - 2. Continenence sampling
 - 3. Stratified sampling
 - 4. Systematic sampling

Question ID : 630680179074
Status : Answered
Chosen Option : 3

Q.81 Which of the following techniques in performance appraisal requires the involvement of a third party in assessment of the employee performance?

- Ans**
- 1. 360-degree feedback appraisal method
 - 2. Critical incident method
 - 3. Ranking method
 - 4. Assessment centre method

Question ID : **630680179042**
Status : **Answered**
Chosen Option : **4**

Q.82 Which of the following disputes arises when the management refuses to recognise a trade union for the purpose of collective bargaining?

- Ans**
- 1. Rights dispute
 - 2. Dispute over unfair labour practices
 - 3. Interest dispute
 - 4. Recognition dispute

Question ID : **630680178977**
Status : **Answered**
Chosen Option : **4**

Q.83 Which of the following provisions is mentioned under Section 9 of the Industrial Employment (Standing Orders) Act, 1946?

- Ans**
- 1. Appeals
 - 2. Register of Standing Orders
 - 3. Posting of Standing Orders
 - 4. Date of Operation of Standing Orders

Question ID : **630680179052**
Status : **Answered**
Chosen Option : **3**

Q.84 In which of the following types of strike do workers NOT abstain themselves from their place of work when they are on strike?

- Ans**
- 1. Sympathetic strike
 - 2. Sit-down strike
 - 3. Slowdown strike
 - 4. Economic strike

Question ID : **630680178982**
Status : **Answered**
Chosen Option : **2**

Q.85 Which of the following is said to be the middle data in a particular data set arranged in ascending order?

- Ans**
- 1. Mode
 - 2. Mean
 - 3. Median
 - 4. Standard deviation

Question ID : **630680179076**
Status : **Answered**
Chosen Option : **3**

Q.86 Which of the following is said to be an internal company resource consisting of a compilation of skills, education and experiences of the current employees?

- Ans**
- 1. Technical inventory
 - 2. Skill inventory
 - 3. Market inventory
 - 4. Economic inventory

Question ID : **630680178995**
Status : **Answered**
Chosen Option : **2**

Q.87 Which of the following terms is the relation between percentage change in the quantity demanded of a good and the percentage change in the price of a related good?

- Ans**
- 1. Equal elasticity of demand
 - 2. Price elasticity of demand
 - 3. Cross elasticity of demand
 - 4. Income elasticity of demand

Question ID : **630680179070**
Status : **Answered**
Chosen Option : **4**

Q.88 What is the percentage of minimum bonus as per the Payment of Bonus Act, 1965?

- Ans**
- 1. 7.34%
 - 2. 10%
 - 3. 15%
 - 4. 8.33%

Question ID : **630680179059**
Status : **Answered**
Chosen Option : **4**

Q.89 In the Spearman Method of Rank Correlation, the letter 'D' denotes _____.

- Ans
- 1. Division of rating
 - 2. Direction of paired divisions
 - 3. Difference between the paired ranks
 - 4. Dividend of 'n' terms

Question ID : 630680179075
Status : Answered
Chosen Option : 3

Q.90 Who among the following developed the Scientific Theory of Management?

- Ans
- 1. Henri Fayol
 - 2. Elton Mayo
 - 3. FW Taylor
 - 4. Max Weber

Question ID : 630680179009
Status : Answered
Chosen Option : 3

Q.91 Which of the following tests in the selection aims at measuring the basic make-up or characteristics of an individual?

- Ans
- 1. Personality test
 - 2. Interest test
 - 3. Aptitude test
 - 4. Achievement test

Question ID : 630680179014
Status : Answered
Chosen Option : 1

Q.92 Which of the following is NOT a factor of production?

- Ans
- 1. Organisation
 - 2. Land
 - 3. Labour
 - 4. Dividend

Question ID : 630680178998
Status : Answered
Chosen Option : 1

Q.93 Which of the following is referred to as a planned system of collecting, storing and disseminating data in the form of information needed to carry out functions of the management?

- Ans
- 1. Management diagnostic system
 - 2. Management requirement system
 - 3. Management resource system
 - 4. Management information system

Question ID : **630680179068**
Status : **Answered**
Chosen Option : **4**

Q.94 Which of the following is NOT a factor of job satisfaction?

- Ans
- 1. Good work-life balance
 - 2. Job security
 - 3. Learning and career development
 - 4. Workplace harassment

Question ID : **630680179044**
Status : **Answered**
Chosen Option : **4**

Q.95 The word 'Human capital' was introduced by:

- Ans
- 1. AW Lewis
 - 2. John Dalton
 - 3. Gary Becker and Jacob Mincer
 - 4. Charles Darwin

Question ID : **630680178991**
Status : **Answered**
Chosen Option : **3**

Q.96 Which of the following is NOT an element of a good appraisal system?

- Ans
- 1. Appraisal must be a review.
 - 2. Appraisal must be a tool for development.
 - 3. Appraisal must be vague.
 - 4. Appraisal must allow for employee feedback.

Question ID : **630680179041**
Status : **Answered**
Chosen Option : **3**

Q.97 Which of the following options gives the basic components of attitude?

- Ans
- 1. Positive, negative and neutral
 - 2. Emotional, informational and behavioural
 - 3. Rigid, flexible and decisive
 - 4. Satisfaction, commitment and citizenship

Question ID : 630680179028
Status : Answered
Chosen Option : 2

Q.98 Which of the following states is a tool used to determine the volume and frequency of orders required to satisfy a given level of demand while minimising the cost per order?

- Ans
- 1. Inventory disorder
 - 2. Economic disorder
 - 3. Economic quality
 - 4. Economic order quantity

Question ID : 630680178994
Status : Answered
Chosen Option : 4

Q.99 Which of the following is the gist of output prepared by the trainer, consisting of results of the training evaluated and delivered and the suggestions to be developed by the trainees?

- Ans
- 1. Training report
 - 2. Training cost-sheet
 - 3. Training chart
 - 4. Training manual

Question ID : 630680179037
Status : Answered
Chosen Option : 1

Q.100 Which of the following Sections of the Trade Union Act, 1926, mentions the provision for cancellation of registration of a particular trade union?

- Ans
- 1. Section 8
 - 2. Section 10
 - 3. Section 9
 - 4. Section 11

Question ID : 630680179083
Status : Answered
Chosen Option : 2

Q.101 Which of the following methods is used to determine the current value of all the future cash flows generated by a project, including the initial capital investment?

- Ans**
- 1. Average rate of return
 - 2. Internal rate of return
 - 3. Payback period
 - 4. Net present value

Question ID : **630680178985**
Status : **Answered**
Chosen Option : **4**

Q.102 Which of the following is said to be a capacity that exists in an employee that leads to behaviour; meets the job demands within parameters of the organisational environment and brings about desired results?

- Ans**
- 1. Dual mapping
 - 2. Strategy implementation
 - 3. Conceptual planning
 - 4. Competency mapping

Question ID : **630680179018**
Status : **Answered**
Chosen Option : **4**

Q.103 Which of the following measures the effect of change in an economic variable on the quantity demanded of a product?

- Ans**
- 1. Elasticity of demand
 - 2. Derived demand
 - 3. Demand change
 - 4. Price demand

Question ID : **630680179071**
Status : **Answered**
Chosen Option : **1**

Q.104 Which of the following is an integrated computer approach of acquiring, storing, analysing, and controlling the flow of HR information throughout the organisation?

- Ans**
- 1. Human Recruitment Development System
 - 2. Human Requirement Indent System
 - 3. Human Resource Information System
 - 4. Human Resource Activation System

Question ID : **630680178996**
Status : **Answered**
Chosen Option : **3**

Q.105 What does 'OHSAS' stand for?

- Ans
- 1. Occupational Heat and Secure Assignment Service
 - 2. Oxygen Health and Safety Assessment Services
 - 3. Occupational Health and Safety Assignment Service
 - 4. Occupational Health and Safety Assessment Series

Question ID : 630680179079
Status : Answered
Chosen Option : 3

Q.106 From which part of the Constitution of India does the concept of labour policy have come up?

- Ans
- 1. Fundamental Duties
 - 2. Fundamental Rights
 - 3. Directive Principles of State Policy
 - 4. Directive Principles of Social Security

Question ID : 630680178971
Status : Answered
Chosen Option : 3

Q.107 Which of the following is said to be around the concept of providing economic security to employees through wages and other benefits that would create employee loyalty and motivation?

- Ans
- 1. System model
 - 2. Custodial model
 - 3. Supportive model
 - 4. Autocratic model

Question ID : 630680179026
Status : Answered
Chosen Option : 2

Q.108 Which of the following Sections of the Payment of Gratuity Act,1972, specifies the provision of compulsory insurance?

- Ans
- 1. Section 5A
 - 2. Section 3B
 - 3. Section 6B
 - 4. Section 4A

Question ID : 630680179056
Status : Answered
Chosen Option : 4

Q.109 Which of the following Sections of the Industrial Employment (Standing Orders) Act, 1946, contains the provision of subsistence allowance?

- Ans**
- 1. Section 8C
 - 2. Section 6B
 - 3. Section 9A
 - 4. Section 10A

Question ID : **630680179051**
Status : **Answered**
Chosen Option : **4**

Q.110 Which of the following is said to be a written statement of what the worker actually does, how he or she does it and working conditions of the employee?

- Ans**
- 1. Job evaluation
 - 2. Job enrichment
 - 3. Job description
 - 4. Job enlargement

Question ID : **630680179013**
Status : **Answered**
Chosen Option : **3**

Q.111 What is the term derived for expressing the ratio of the present value of future cash flows to the initial investment?

- Ans**
- 1. Quantity index
 - 2. Ratio analysis
 - 3. Profitability index
 - 4. Average investment

Question ID : **630680178984**
Status : **Answered**
Chosen Option : **3**

Q.112 Which of the following controls is concerned with an action or performance aimed at evaluating the progress of an organisation as a whole or of different components?

- Ans**
- 1. Concurrent control
 - 2. Feed-forward control
 - 3. Operational control
 - 4. Normative control

Question ID : **630680179025**
Status : **Answered**
Chosen Option : **2**

Q.113 Which of the following is said to occur when an individual is likely to put up a defence when confronted with conflicting, unacceptable, or threatening stimuli?

- Ans**
- 1. Mutual defence
 - 2. Perceptual context
 - 3. Defence mechanism
 - 4. Perceptual defence

Question ID : 630680179032

Status : Answered

Chosen Option : 3

Q.114 Which of the following techniques solicits estimates of personnel needs from a group of experts, usually managers?

- Ans**
- 1. Delphi technique
 - 2. Ratio-trend analysis
 - 3. Regression analysis
 - 4. Management by objective

Question ID : 630680179012

Status : Answered

Chosen Option : 1

Q.115 Which term is stated for differences between employees and employers, or between employers and workmen, or between workmen and workmen, which are connected with the employment or non-employment, or the terms of employment, or the work conditions of any person?

- Ans**
- 1. Industrial spam
 - 2. Industrial grievance
 - 3. Industrial dispute
 - 4. Conflict

Question ID : 630680178976

Status : Answered

Chosen Option : 3

Q.116 Which of the following is used as a team reward that motivates team members to reduce costs and to increase labour efficiency in their work process?

- Ans**
- 1. Individual reward
 - 2. Employee stock option scheme
 - 3. Gain-sharing plan
 - 4. Work reward

Question ID : 630680179030

Status : Answered

Chosen Option : 3

Q.117 Which of the following components of attitude deals with the beliefs and ideas that a person has about another person or an object?

- Ans**
- 1. Cognitive component
 - 2. Affective component
 - 3. Intentional component
 - 4. Intelligence component

Question ID : **630680179027**
Status : **Answered**
Chosen Option : **1**

Q.118 Which of the following widens the spans of control of managers at various levels of the organisation?

- Ans**
- 1. Zoom structure
 - 2. Tall structure
 - 3. Flat structure
 - 4. Pool structure

Question ID : **630680179021**
Status : **Answered**
Chosen Option : **3**

Q.119 What is the base under the Payment of Minimum Wages Act, 1948, to fix the minimum wages to be paid to employees in any scheduled employment?

- Ans**
- 1. Consumer price index number
 - 2. Cost of living index number
 - 3. Cost of product index number
 - 4. Common living index number

Question ID : **630680179061**
Status : **Answered**
Chosen Option : **2**

Q.120 In order to be defined as a 'Factory' under the Factories Act, 1948, which of the following conditions is applied?

- Ans**
- 1. Thirty workers with the aid of power
 - 2. Twenty workers with the aid of power
 - 3. Ten or more workers with the aid of power
 - 4. Forty workers with the aid of power

Question ID : **630680179062**
Status : **Answered**
Chosen Option : **3**

Section : **General Aptitude**

Q.1 T is the eldest daughter of I. S is also a daughter of I. J is the wife of I. R is the youngest son of J. C is the father of J. K is the son of C. How is C related to T?

- Ans 1. Mother's father
 2. Father
 3. Brother
 4. Mother's brother

Question ID : 630680143019
Status : Answered
Chosen Option : 1

Q.2 Select the number from among the given options that can replace the question mark (?) in the following series.
7, 25, 97, 385, ?

- Ans 1. 1500
 2. 1527
 3. 1540
 4. 1537

Question ID : 63068050871
Status : Answered
Chosen Option : 4

Q.3 Under the patronage of which dynasty was the Kailash Temple at Ellora constructed?

- Ans 1. Chalukya
 2. Rashtrakuta
 3. Pandya
 4. Pallava

Question ID : 63068071478
Status : Answered
Chosen Option : 1

Q.4 Select the most appropriate ANTONYM for the word in the brackets to fill in the blank.
Anita wore her hair in a small bun and dressed neatly in starched cotton saris that smelt _____ (extremely) of sandalwood.

- Ans 1. loudly
 2. slowly
 3. faintly
 4. beautifully

Question ID : 630680129366
Status : Answered
Chosen Option : 2

Q.5 Read the given statements and conclusions carefully. Assuming that the information given in the statements is true, even if it appears to be at variance with commonly known facts, decide which of the given conclusions logically follow(s) from the statements.

Statements:

Few chocolates are almirahs.
All almirahs are rockets.
All rockets are houses.

Conclusions:

(I) Some houses are almirahs.
(II) Some rockets are almirahs.
(III) All almirahs are houses.

- Ans**
- 1. Only conclusion I follows
 - 2. Only conclusion II follows
 - 3. Either conclusion I or conclusion III follows
 - 4. All the conclusions I, II and III follow

Question ID : 630680104971

Status : Answered

Chosen Option : 4

Q.6 A dealer purchased a sofa set for ₹20,000. He offered a discount of 20% on its listed price and still gained 10%. What is the listed price of the sofa set?

- Ans**
- 1. ₹22,000
 - 2. ₹26,000
 - 3. ₹27,500
 - 4. ₹28,500

Question ID : 63068070740

Status : Answered

Chosen Option : 3

Q.7 Two years ago, the population of a town was 72800. Due to migration to big cities, it decreases every year at the rate of 5%. What is the present population of the town?

- Ans**
- 1. 65702
 - 2. 68503
 - 3. 72805
 - 4. 62890

Question ID : 630680143027

Status : Answered

Chosen Option : 1

Q.8 Who among the following has written Sangeeta Ratnakara?

- Ans**
- 1. Sarangadeva
 - 2. Bharata
 - 3. Matanga
 - 4. Haripala

Question ID : 63068087466

Status : Answered

Chosen Option : 1

Q.9 Parts of a sentence are given below in jumbled order. Arrange the parts in the correct order to form a meaningful sentence.

- 1)vegetarianism results in a profound revolution
- 2)from childhood to accept it as the natural order
- 3)of the violence that one has been taught
- 4)within the individual as a complete rejection

- Ans
- 1. 1324
 - 2. 4231
 - 3. 3421
 - 4. 1432

Question ID : 63068067036
Status : Answered
Chosen Option : 4

Q.10 Which river runs in the depression between the Satpura and Vindhya ranges?

- Ans
- 1. Godavari
 - 2. Narmada
 - 3. Tapti
 - 4. Krishna

Question ID : 630680143001
Status : Answered
Chosen Option : 1

Q.11 In a code language, CAN is written as 3114.How will DO be written in that language?

- Ans
- 1. 315
 - 2. 415
 - 3. 154
 - 4. 145

Question ID : 630680107812
Status : Answered
Chosen Option : 2

Q.12 All 30 books of different students were arranged on a book shelf. Deepa's book is 5th from the right end, while Karthik's book is 20th from the left end. How many books are there between Deepa's and Karthik's books?

- Ans
- 1. 3
 - 2. 4
 - 3. 5
 - 4. 6

Question ID : 63068083549
Status : Answered
Chosen Option : 3

Q.13 As per the NSSO survey 2011-12, what percentage of population in India was below poverty line?

- Ans
- 1. 21.1 Percent
 - 2. 20.3 Percent
 - 3. 25.4 Percent
 - 4. 21.9 Percent

Question ID : 63068087955
Status : Answered
Chosen Option : 4

Q.14 A thief is spotted by a policeman from a distance of 200 metres. When the policeman starts the chase, the thief also starts running. If the speed of the thief is 10 km/h and that of the policeman is 20 km/h, then how far would the thief have run before he could be overtaken?

- Ans
- 1. 100 m
 - 2. 150 m
 - 3. 200 m
 - 4. 250 m

Question ID : 630680143046
Status : Answered
Chosen Option : 3

Q.15 Which of the following signifies the given statement?

“The behaviours that an individual learns from observing and imitating others.”

- Ans
- 1. Social learning
 - 2. Classical learning
 - 3. Operant learning
 - 4. Participant learning

Question ID : 630680178350
Status : Answered
Chosen Option : 1

Q.16 The smallest number added to 999 so that is exactly divisible by 45 is:

- Ans
- 1. 36
 - 2. 80
 - 3. 40
 - 4. 10

Question ID : 63068068311
Status : Answered
Chosen Option : 1

Q.17 Two pipes can fill a tank in 30 minutes and 50 minutes, respectively. If both the pipes are opened simultaneously, then the tank will be filled in:

- Ans
- 1. $5 \frac{1}{2}$ min
 - 2. $6 \frac{1}{2}$ min
 - 3. $8 \frac{1}{2}$ min
 - 4. $18 \frac{3}{4}$ min

Question ID : 630680143039
Status : Answered
Chosen Option : 4

Q.18 Under article 280 of the Constitution of India, the Finance Commission is constituted after the interval of:

- Ans
- 1. every 5 years or at such earlier time as the President considers necessary
 - 2. every 7 years or at such earlier time as the President considers necessary
 - 3. every 8 years or at such earlier time as the President considers necessary
 - 4. every 4 years or at such earlier time as the President considers necessary

Question ID : 630680143013
Status : Answered
Chosen Option : 1

Q.19 If the price of a doll inclusive of sales tax 20%, is ₹960, what was the marked price of the doll, approximately?

- Ans
- 1. ₹820
 - 2. ₹810
 - 3. ₹800
 - 4. ₹805

Question ID : 63068094404
Status : Answered
Chosen Option : 3

Q.20 Which Article related to Fundamental Rights describes 'The State' and parts of 'The State'?

- Ans
- 1. 12
 - 2. 13
 - 3. 14
 - 4. 15

Question ID : 630680143009
Status : Answered
Chosen Option : 1

Q.21 If x^3 varies directly as y^4 when $x = 2, y = 3$, then the relation between x and y is:

- Ans
- 1. $81x^3 = 8y^4$
 - 2. $8x^3 = 81y^4$
 - 3. $81x^3 = 8y^3$
 - 4. $81x^2 = 8y^4$

Question ID : 630680102962
Status : Answered
Chosen Option : 1

Q.22 Who among the following was a prominent Congress leader and known as the Lion of Punjab?

- Ans
- 1. Bhagat Singh
 - 2. Lala Lajpat Rai
 - 3. Ajit Singh
 - 4. Lala Hardayal

Question ID : 630680143006
Status : Answered
Chosen Option : 2

Q.23 Carbon dioxide, Methane, Nitrous oxide and Ozone are called:

- Ans
- 1. greenhouse gases
 - 2. green gases
 - 3. glasshouse gases
 - 4. blue-green gases

Question ID : 63068070120
Status : Answered
Chosen Option : 1

Q.24 In which year was Microfinance Institutions Network started in India?

- Ans
- 1. 2006
 - 2. 2009
 - 3. 2010
 - 4. 2012

Question ID : 63068069136
Status : Answered
Chosen Option : 4

Q.25 Which of the following statements regarding weighted average is correct?

- Ans
- 1. The weighted average of negative numbers with positive weights is positive.
 - 2. The weighted average of positive numbers with negative weights is negative.
 - 3. The weighted average of positive numbers with positive weights is positive.
 - 4. The weighted average is always positive.

Question ID : 63068079136
Status : Answered
Chosen Option : 4

Q.26 What is the length (in km) of the Golden Quadrilateral?

- Ans 1. 5,846
 2. 5,847
 3. 5,849
 4. 5,845

Question ID : 63068085292
Status : Answered
Chosen Option : 2

Q.27 Select the most appropriate preposition to complete the sentence.

The prices of petrol has rapidly increased this year in comparison _____ the previous years.

- Ans 1. of
 2. with
 3. within
 4. before

Question ID : 630680124931
Status : Answered
Chosen Option : 2

Q.28 Which of the leadership types give group members complete freedom of action, provides them with material, and refrains from participating except to answer questions when asked?

- Ans 1. Bureaucratic
 2. Laissez-faire
 3. Transformational
 4. Democratic

Question ID : 630680178356
Status : Answered
Chosen Option : 4

Q.29 Sita's income is 35% more than that of Geeta. How much percentage is Geeta's income less than that of Sita?

- Ans 1. $25\frac{23}{27}\%$
 2. $25\frac{24}{27}\%$
 3. $25\frac{25}{27}\%$
 4. $25\frac{26}{27}\%$

Question ID : 630680103482
Status : Answered
Chosen Option : 3

Q.30 The height and the total surface area of a right circular cylinder are $4\sqrt{2}$ cm and 20π cm², respectively. The radius of the cylinder is:

- Ans
- 1. $\sqrt{3}$ cm
 - 2. $\sqrt{5}$ cm
 - 3. $\sqrt{6}$ cm
 - 4. $\sqrt{2}$ cm

Question ID : **63068077994**

Status : **Answered**

Chosen Option : **4**

