

086/2016

Maximum : 100 marks

Time : 1 hour and 15 minutes

1. _____ theory states that physical and mental effort at work is as natural as rest or play.
(A) Expectancy Theory (B) Theory X
(C) Theory Y (D) Theory Z
2. The cumulative performance of an employee and his superior together is called :
(A) Dual Performance (B) Dyadic Performance
(C) Key Performance (D) Synergy Performance
3. The expanded form of BARS is :
(A) Behaviorally Adjusted Rating Scales
(B) Behaviorally Anchored Rating Scales
(C) Behaviorally Accumulated Rating Scales
(D) Behaviorally Appreciated Rating scales
4. _____ method of appraisal study how the employee behaved in crucial situations with respect to performance over a period of time.
(A) Check List Method (B) Forced Distribution Method
(C) Critical Incident Method (D) Grading Method
5. Which of the following is not an element of balanced score card?
(A) Learning and Growth Perspective (B) Business Process Perspective
(C) Financial Perspective (D) Creditor's Perspective
6. _____ is basically ensuring to have the right people in the right place at the right time.
(A) Career Planning (B) Succession Planning
(C) Induction (D) Orientation
7. The process of gathering information about the job and evaluating such information in terms of what is necessary and relevant is :
(A) Job Design (B) Job Analysis
(C) Job Evaluation (D) Job Description

8. The mental condition of the individuals and groups which determine their willingness to co operate is :
- (A) Morale (B) Motivation
(C) Personality (D) Emotion
9. _____ is not a method of workers participation in management.
- (A) Suggestion Scheme (B) Works Committee
(C) Quality Circles (D) Joint Management Councils
10. _____ is used to determine the capacity of an individual to use his fingers and hands in industrial work.
- (A) Interest Test (B) Achievement Test
(C) Dexterity Test (D) Trade Test
11. Which of the following is not an operative function of HRM?
- (A) Controlling (B) Procurement
(C) Development (D) Compensation
12. Human Relations Approach was originated by :
- (A) Henry Fayol (B) Peter F Drucker
(C) Gantt (D) Elton Mayo
13. Strategic HRM focus on :
- (A) Results (B) Action
(C) Planning (D) Goal
14. _____ is the process of identifying the individual strength and weakness in order to better match his/her competency with the job.
- (A) Bench Marking (B) SWOT Analysis
(C) Competency Mapping (D) Training Need Analysis
15. _____ is the method of analyzing and understanding interpersonal behaviour.
- (A) Personality Test (B) Transactional Analysis
(C) Social Test (D) Sensitivity Analysis
16. _____ is the practice of measuring the quality of something by comparing it with something else of an accepted standard.
- (A) Kaizen (B) Total Quality Management
(C) Bench Marking (D) Business Process Reengineering

17. _____ explains the proper relationship between wages paid for different jobs within a company.
- (A) External Equity (B) Internal Equality
(C) External Equality (D) Internal Equity
18. _____ is used to identify gap in employee training and related training needs.
- (A) Human Resource Planning (B) Strategic HRM
(C) Training Need Analysis (D) Assessment Centre
19. Balanced score card was developed by :
- (A) Elton Mayo (B) Blake and Mouton
(C) Dr. Kaplan and Norton (D) Kurt Levin
20. _____ is the overall scope of the activities that an individual has to perform.
- (A) Key Performance Area (B) Key Result Area
(C) Performance Appraisal (D) Performance Management
21. Kaizen means :
- (A) Continuous Application (B) Continuous Improvement
(C) Continuous Evaluation (D) Continuous Solution
22. The concept of Plan - Do - Check - Act was introduced by :
- (A) Dr. W. Edward Deming (B) Victor Vroom
(C) Henry Fayol (D) F. W. Taylor
23. In Merrick's multiple piece rate plans, Employees producing between 83% and 100% of the output will be paid _____ of the basic piece rate.
- (A) 100% (B) 120%
(C) 110% (D) 90%
24. In ancient Greek, Odysseus entrusted his friend with the responsibility of his son Telemachu's education and development in his absence. This story is related to the concept of :
- (A) Training (B) Education
(C) Development (D) Mentoring
25. The Payment of Wages Act was introduced in :
- (A) 1948 (B) 1936
(C) 1976 (D) 1947

26. _____ training involves the duplication of organizational situations in a learning environment.
- (A) Sensitivity Training (B) Vestibule Training
(C) Simulation Training (D) Apprenticeship Training
27. _____ is designed to provide new employees with the information to function comfortably in the organisation.
- (A) Socialisation (B) Refresher Courses
(C) Interview (D) Selection
28. In _____ minimum wage is guaranteed to all employees.
- (A) Bedeaux Plan (B) Merrick's Multiple Piece Rate Plan
(C) Gantt's Task and Bonus Plan (D) Emerson Plan
29. _____ measure the economic value of people to the organisation.
- (A) Human Resource Accounting (B) Human Resource Audit
(C) Human Resource Management (D) Capital Budgeting
30. _____ is an incentive scheme where employees gain a part of company's profit.
- (A) Profit Sharing
(B) Gain Sharing
(C) Employees Stock Option Plan
(D) Workers Participation in Management
31. Which of the following is not an element of job characteristics?
- (A) Skill Variety (B) Task Significance
(C) Autonomy (D) Organisation
32. _____ can be called as the management of persons in an organisation.
- (A) Staffing (B) Human Resource Management
(C) Recruitment (D) Personnel Management
33. Which of the following is not a fringe benefit?
- (A) Medical Aid (B) Stock Options
(C) Holiday Homes (D) Bonus
34. _____ are the written records which clearly specifies the personal attributes required to perform a job.
- (A) Job Evaluation (B) Job Design
(C) Job Description (D) Job Specification

35. _____ is the process allowing the employees to change the nature of the job periodically.
- (A) Job Enlargement (B) Job Enrichment
(C) Job Analysis (D) Job Rotation
36. _____ is something more than minimum wage providing bare necessities of life.
- (A) Wage expectation (B) Fair Wage
(C) Living Wage (D) Need based wage
37. Which of the following show the correct sequence of human resource planning?
- (A) Forecasting, Inventorying, Anticipating, Planning
(B) Anticipating, Planning, Forecasting, Inventorying
(C) Planning, Anticipating, Inventorying, Forecasting
(D) Anticipating, Inventorying, Planning, Forecasting
38. _____ are the characteristics of an employee that lead to the demonstration of skills and abilities which result in effective performance within an occupational area.
- (A) Competencies (B) Morale
(C) Attitude (D) Equity
39. Expectancy theory was formulated by :
- (A) Adam Smith (B) Victor Vroom
(C) Henry Fayol (D) Herzberg
40. The multi - input approach to performance feedback is called :
- (A) Assessment Centre (B) 360 Degree Assessment
(C) Critical Incident Method (D) Forced Distribution Method
41. Concept of laissez faire is :
- (A) Welfare state (B) Right of the might
(C) Hire and fire (D) Right of the weak
42. Tripartism means :
- (A) Government, Employers and Employees
(B) Union, Employer and Employees
(C) Labour Commissioner, Union and Employer
(D) Registered trade union, trade union in the company and the management
43. UDHR 1948 expresses the right to a standard of living adequate for the health and well being of man and his family, including food, clothing, housing and medical care in :
- (A) Article 22 (B) Article 23
(C) Article 24 (D) Article 25

44. When a banking or an insurance company has its branches in more than one state, the appropriate government in case of an industrial dispute relating to such company is :
- (A) Central government
 - (B) State government of the state in which the headquarters of the company is situated
 - (C) State in which dispute arose
 - (D) State in which registered trade union of the company is situated
45. Lay-off is refusal to employ a workman on account of :
- (A) Accumulation of stock
 - (B) Natural calamity
 - (C) Any other connected reason
 - (D) All the above
46. Legal strike is :
- (A) Stay in strike
 - (B) Go slow strike
 - (C) Sympathetic strike
 - (D) General strike
47. Trade dispute does not mean any dispute :
- (A) Between employer and workmen
 - (B) Between workmen and government
 - (C) Between workmen and workman
 - (D) Between employees and employers
48. The trade union is registered by registrar of trade unions under the trade unions Act, section :
- (A) 21
 - (B) 22
 - (C) 8
 - (D) 7
49. A registered union shall at all times continue to have not less than 10% or 100 of the workmen, whichever is less subject to a minimum of :
- (A) 8
 - (B) 7
 - (C) 6
 - (D) 10
50. Section 17 of the trade unions act 1926 confers immunity from liability of a trade union office bearer or member under :
- (A) Section 121-A of IPC
 - (B) Section 120-B of IPC
 - (C) Section 120-A of IPC
 - (D) Section 121-B of IPC
51. Certifying officer under the industrial employment (standing orders) Act 1946 cannot be a :
- (A) Regional labour commissioner
 - (B) Labour commissioner
 - (C) Labour court judge
 - (D) Any other officer appointed by appropriate government

52. The industrial employment (standing orders) Act 1946 applies to every Industrial establishment :
- (A) Employing 200 or more workmen (B) Employing 50 or more workmen
(C) Employing 100 or more workmen (D) Employing 150 or more workmen
53. Subsistence allowance is paid to a suspended workman by the employer for the first 90 days of suspension at the rate of :
- (A) 75% of the wages preceeding the date of such suspension
(B) 25% of the wages preceeding the date of such suspension
(C) 50% of the wages preceeding the date of such suspension
(D) At the discretion of the employer
54. Dependent under workmen compensation Act 1923 excludes :
- (A) Widowed daughter
(B) Child in the mother's womb at the time of the workman's death
(C) Widowed sister
(D) None of the above
55. The following are not wages under the Workmen Compensation Act :
- (A) Travelling allowance
(B) Leave carried forward to next year
(C) Contribution paid by employer to any pension
(D) All the above
56. Section 3 of the minimum wages Act 1948 states :
- (A) Minimum rate of wages
(B) Procedure for fixing minimum wages
(C) Fixation of minimum rates of wages
(D) All the above deal with fixation of minimum rate of wages
57. The employees state insurance Act 1948 enunciates the benefits under the Act in section :
- (A) 45 (B) 46
(C) 48 (D) None of the above
58. Section 61 of the Employees State Insurance Act 1948 bars :
- (A) Benefits to be combined (B) Persons to commute cash benefits
(C) Benefit under other enactments (D) Benefits from being attached