



Uttar Pradesh Metro Rail Corporation Limited

उत्तर प्रदेश मेट्रो रेल कॉर्पोरेशन लिमिटेड

A joint Venture of Govt. of India and Govt. of Uttar Pradesh

Participant ID	
Participant Name	
Test Center Name	
Test Date	14/05/2024
Test Time	9:00 AM - 11:00 AM
Subject	Assistant Manager Human Resource

Section : Section A

Q.1 The human psycho-analytic model, founded by Freud defines behavior into the following states except:

Ans A. High EGO

B. EGO

C. Super EGO

D. ID

Question ID : 630680781225

Status : Answered

Chosen Option : A

Q.2 The average weight of 9 mangoes increases by 20 g if one of them weighing 120 g is replaced by another. The weight of the new mango is:

Ans A. 260 g

B. 300 g

C. 200 g

D. 180 g

Question ID : 630680751053

Status : Answered

Chosen Option : B

Q.3 _____ is concerned with the relationship between management and workers and the role of regulatory mechanism in resolving any industrial dispute.

Ans A. Industrial Disputes

B. Industrial Relations

C. Industrial Democracy

D. Industrial Conflict

Question ID : 630680781238

Status : Answered

Chosen Option : B

Q.4 A Union Leader calls for a strike to protest against the management of a firm. He insisted that all the labours must stay absent from work. What type of strike is called by the Trade Union?

- Ans A. Boycott
 B. Wild cat Strike
 C. Gherao
 D. Sit down strike

Question ID : 630680781252
Status : Answered
Chosen Option : A

Q.5 Ramesh borrows ₹12,000, to be paid back with compound interest at the rate of 8% per annum for three years. How much compound interest will he pay at the end of three years (correct to two places of decimals)?

- Ans A. ₹3,336.48
 B. ₹2,226.52
 C. ₹3,116.54
 D. ₹2,116.54

Question ID : 630680528177
Status : Answered
Chosen Option : C

Q.6 A systematic process of developing talent existing within the organization for future role is called _____.

- Ans A. Talent management
 B. Performance management
 C. Succession planning
 D. Career planning

Question ID : 630680781273
Status : Answered
Chosen Option : C

Q.7 According to the Census of India 2011, in how many States and Union Territories was the sex ratio recorded more than 1000 females/1000 males?

- Ans A. Three
 B. Two
 C. Four
 D. Five

Question ID : 630680464325
Status : Answered
Chosen Option : A

Q.8 Competencies can be grouped into unique profiles/types except:

- Ans A. Lead competencies
 B. Core competencies
 C. Functional competencies
 D. Managerial competencies

Question ID : 630680781271
Status : Answered
Chosen Option : B

Q.9 OB depicts that the field focuses on behavior at three distinct levels of analysis except:

- Ans A. Organization
 B. Group
 C. Cohorts
 D. Individual

Question ID : 630680781221
Status : Answered
Chosen Option : C

Q.10 Primary features of e-office are included in the list given below except:

- Ans A. Workflow management
 B. Document Management
 C. Task management
 D. Salary Management

Question ID : 630680781292
Status : Answered
Chosen Option : B

Q.11 Which one of the following helps in finding a value in a table or ranges of values within a particular table?

- Ans A. Vlookup()
 B. Lookup()
 C. Match()
 D. HLookup()

Question ID : 630680781232
Status : Answered
Chosen Option : A

Q.12 Choose the appropriate option to fill in the blank:
She smiled _____ when she received the good news.

- Ans A. joyous
 B. joyfully
 C. joyousness
 D. joy

Question ID : 630680781187
Status : Answered
Chosen Option : B

Q.13 Gitesh ranked 37th from the top and 26th from the bottom in his class. How many students are there in his class?

- Ans A. 61
 B. 64
 C. 62
 D. 63

Question ID : 630680729457
Status : Answered
Chosen Option : C

Q.14 Identify from the list, which objective is not related to HRM.

- Ans A. Administrative objectives
 B. Organization objective
 C. Personal objectives
 D. Societal objective

Question ID : 630680781199
Status : Answered
Chosen Option : A

Q.15 Microfinance in India operates primarily through two channels. Which of the following is a channel?

- Ans A. Small finance bank
 B. Self-help Group
 C. Micro credit
 D. Credit finance

Question ID : 630680193002
Status : Answered
Chosen Option : B

Q.16 The welfare benefits under The Factories Act, includes the following except:

- Ans A. Auditorium and Hall facilities
 B. Crèche facilities
 C. Canteen facilities
 D. Washing facilities

Question ID : 630680781256
Status : Answered
Chosen Option : A

Q.17 Two sets of numbers are given below. In each set of numbers, certain mathematical operation(s) on the first number result(s) in the second number. Similarly, certain mathematical operation(s) on the second number result(s) in the third number and so on. Which of the given options follows the same set of operations as in the given sets?

(NOTE: Operations should be performed on the whole numbers, without breaking down the numbers into their constituent digits. E.g. 13 – Operations on 13 such as adding / subtracting / multiplying to 13 can be performed. Breaking down 13 into 1 and 3 and then performing mathematical operations on 1 and 3 is not allowed.)
7-14-42-39 ; 11-22-66-63

- Ans A. 14-28-84-81
 B. 14-28-84-80
 C. 14-25-84-81
 D. 14-28-85-81

Question ID : 630680729827
Status : Answered
Chosen Option : A

Q.18 The HR head decided to roll out an incentive plan, where employee's incentives will be aligned to productivity and output. An efficient worker would get 120 percent of piece rate, if output is exceeds standard output, while inefficient worker would get only 80 percent of piece rate. Which Incentive plan he, wishes to roll out?

- Ans A. Rowan's Plan
 B. Merrick's Differential Piece Rate
 C. Taylor's Differential Piece Rate
 D. Halsey's Plan

Question ID : 630680781280
Status : Answered
Chosen Option : C

Q.19 In which of the following dance forms did Girdhari Maharaj receive the Sangeet Natak Akademi Amrit Award 2022?

- Ans
- A. Kathakali
 - B. Kuchipudi
 - C. Kathak
 - D. Bharatanatyam

Question ID : 630680465701
Status : Answered
Chosen Option : A

Q.20 Identify the one which is not a sub system of HRD.

- Ans
- A. IT and communication systems
 - B. Career development System
 - C. Skill Development System
 - D. Performance Management System

Question ID : 630680781213
Status : Answered
Chosen Option : A

Q.21 _____ is the process individual go through to clarify their future career objectives and established strategies to achieve it.

- Ans
- A. Career planning
 - B. Career development
 - C. Career Assessment
 - D. Career management

Question ID : 630680781274
Status : Answered
Chosen Option : C

Q.22 Which of the following is an INCORRECT statement?

- Ans
- A. Pandit Birju Maharaj started his own school Kalashram in New Delhi.
 - B. Pandit Birju Maharaj is a world famous Kathak dancer.
 - C. Pandit Birju Maharaj was never honoured with any Padma awards.
 - D. Pandit Birju Maharaj was invited to teach Kathak at Sangeet Bharati in Delhi at the age of 13 years.

Question ID : 630680465703
Status : Answered
Chosen Option : C

Q.23 _____ are variable rewards granted to employees according to variations in their performance, the other name for this is pay by results .

- Ans
- A. Flexi-benefits
 - B. Variable pay
 - C. Incentives
 - D. Bonus

Question ID : 630680781278
Status : Answered
Chosen Option : B

Q.24 Which of the following is a major disadvantage of implementing an HRIS?

- Ans A. Huge Cost
 B. Reduced error
 C. Large data storage
 D. High demand

Question ID : 630680781208
Status : Answered
Chosen Option : A

Q.25 _____ are measurable performance indicators that quantitatively evaluates individual performance against set goals and objectives.

- Ans A. KPI
 B. KRA
 C. Performance Standards
 D. Competency

Question ID : 630680781270
Status : Answered
Chosen Option : A

Q.26 The HR manager was due for initiating a performance appraisal for its employees. He started with two of his team members. He rated the first one very highly since that employee had recently got a big deal, however his annual performance was not that good. The second employee was rated very bad because that person rated poor in his previous cycle. What are the common error the HR manager made in this context?

- Ans A. Leniency and central tendency
 B. Halo and horn effect
 C. Recency and spillover effect
 D. Status and rater effect

Question ID : 630680781267
Status : Answered
Chosen Option : C

Q.27 Choose the appropriate option to fill in the blank:
She adopted a _____ kitten from the shelter.

- Ans A. teeny
 B. tiny
 C. tininess
 D. teen

Question ID : 630680781196
Status : Answered
Chosen Option : B

Q.28 Which of the following is an example of a common HRIS ?

- Ans A. MS-Excel
 B. MS 360
 C. MS-Access
 D. SAP

Question ID : 630680781209
Status : Answered
Chosen Option : D

Section : Section B

Q.1 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:

All peas are tomatoes.
Some peas are onions.
No onion is a brinjal.

Conclusions:

(I) No pea is a brinjal.
(II) Some tomatoes are onions.

- Ans**
- A. Only conclusion I follows
 - B. Both conclusions I and II follow
 - C. Only conclusion II follows
 - D. Neither conclusion I nor II follows

Question ID : **630680729660**
Status : **Answered**
Chosen Option : **C**

Q.2 IR provides various grievances handling mechanism, _____ is one such non statutory mechanism.

- Ans**
- A. Adjudication
 - B. Discussion
 - C. Arbitration
 - D. Collective Bargaining

Question ID : **630680781249**
Status : **Answered**
Chosen Option : **D**

Q.3 The Payment of Bonus Act has the following objectives except:

- Ans**
- A. To provide for enforcement of the liability of payment of bonus
 - B. To ensure no discrimination is carried out in the payment of bonus
 - C. To define principles of payment of bonus according to prescribe formula
 - D. To impose statutory obligation to employers for payment of bonus

Question ID : **630680781244**
Status : **Answered**
Chosen Option : **D**

Q.4 The factors that allow the team members to work together and form a strong bonding with each other is known as _____.

- Ans**
- A. Group Cohesiveness
 - B. Group bonding
 - C. Group Collectiveness
 - D. Group Collaborativeness

Question ID : **630680781288**
Status : **Answered**
Chosen Option : **A**

Q.5 Choose the appropriate question tag to fill in the blank:
He loves to play soccer, _____?

- Ans A. doesn't he
 B. will he
 C. won't he
 D. does he

Question ID : 630680781185
Status : Answered
Chosen Option : A

Q.6 The capabilities which is required throughout the firm to attain organizational competitive advantage is called _____.

- Ans A. Managerial competencies
 B. Functional competencies
 C. Core competencies
 D. Organizational competencies

Question ID : 630680781272
Status : Answered
Chosen Option : B

Q.7 Which is one of the most important social security measures to workers on his retirement?

- Ans A. Employee Pension Act
 B. Payment of Gratuity Act
 C. Employee Provident Fund and Miscellaneous Act
 D. Employee Insurance Act

Question ID : 630680781245
Status : Answered
Chosen Option : C

Q.8 Which of the following is the process of forecasting a firm's future demand and supply of the right kind and type of people?

- Ans A. Demand forecasting
 B. Human Resource planning
 C. Human Resource forecasting
 D. Supply forecasting

Question ID : 630680781201
Status : Answered
Chosen Option : B

Q.9 The LCM of $2^3 \times 8^2 \times 11$, $2^2 \times 11^2 \times 16$ and $8^3 \times 11^2 \times 16^2$ is:

- Ans A. $2^2 \times 8^2 \times 11^2 \times 16^3$
 B. $2^2 \times 8^3 \times 11 \times 16^2$
 C. $2^3 \times 8^2 \times 11^2 \times 16$
 D. $2^3 \times 8^3 \times 11^2 \times 16^2$

Question ID : 630680748320
Status : Answered
Chosen Option : B

Q.10 _____ is defined as the objective assessment of an individual's performance against well-defined benchmarks.

- Ans A. Performance appraisal
 B. Performance standards
 C. Performance evaluation
 D. Performance management

Question ID : 630680781263
Status : Answered
Chosen Option : A

Q.11 What should come in place of the question mark (?) in the given series?
24, 31, 45, 66, 94, ?

- Ans A. 129
 B. 125
 C. 123
 D. 127

Question ID : 630680729764
Status : Answered
Chosen Option : A

Q.12 According to Hofstede, _____ pertains to societies in which the ties between individuals are loose. _____ as its opposite pertains to societies in which people from birth onwards are integrated into strong, cohesive in-groups.

- Ans A. Power; distance
 B. Indulgent; Conservative
 C. Masculinity; Feminity
 D. Individualism; collectivism

Question ID : 630680781228
Status : Answered
Chosen Option : D

Q.13 To track changes in a document, you can use the _____.

- Ans A. Data change option, from the View menu
 B. Show Markup options from Review menu
 C. Track changes option from Review menu
 D. Quick parts option from Insert menu

Question ID : 630680781231
Status : Answered
Chosen Option : B

Q.14 HRIS stands for _____.

- Ans A. Human Resource Internal system
 B. Human Resource Interactive System
 C. Human Resource Intelligent system
 D. Human Resource Information system

Question ID : 630680781207
Status : Answered
Chosen Option : D

Q.15 Chetan buys mangoes at the rate of 3 kg for ₹15 and sells them at 5 kg for ₹65. To earn ₹168 as profit, how much quantity of mangoes (in kg) he must sell?

- Ans A. 23
 B. 21
 C. 24
 D. 22

Question ID : 630680751076
Status : Answered
Chosen Option : B

Q.16 Fringe benefits includes all except:

- Ans A. Provident Fund
 B. Group Insurance
 C. Gratuity
 D. Incentives

Question ID : 630680781279
Status : Answered
Chosen Option : C

Q.17 Who among the following was appointed as the Chancellor of the Kerala Kalamandalam in December 2022?

- Ans A. Vyjayanthimala Bali
 B. Geeta Chandran
 C. Chitra Visweswaran
 D. Mallika Sarabhai

Question ID : 630680465697
Status : Answered
Chosen Option : A

Q.18 Factory's Act was enacted in _____.

- Ans A. 1948
 B. 1930
 C. 1946
 D. 1945

Question ID : 630680781255
Status : Answered
Chosen Option : A

Q.19 The provisions of the revised Prompt Corrective Action (PCA) Framework for Scheduled Commercial Banks are effective from _____.

- Ans A. 1 April 2021
 B. 1 January 2022
 C. 1 April 2022
 D. 1 January 2021

Question ID : 630680144751
Status : Answered
Chosen Option : A

Q.20 _____ is referred as hourly rates of pay while _____ is referred to a monthly rate of pay.

- Ans
- A. Rate pay; monthly pay
 - B. Remuneration; salary
 - C. Wages; Salary
 - D. Wages; bonus

Question ID : 630680781240
Status : Answered
Chosen Option : A

Q.21 In which theory, Motivation is related to performance and reward?

- Ans
- A. McClelland's Need Model
 - B. Alderfer's ERG model
 - C. Equity Model
 - D. Vroom Expectancy model

Question ID : 630680781224
Status : Answered
Chosen Option : D

Q.22 Post the Bhopal gas tragedy, employees have been very active in ensuring proper safety and security of the work environment. The above statement talks about which issue, when not met results in disputes.

- Ans
- A. Working condition issues
 - B. Wage related
 - C. Institutional issues
 - D. Benefits issues

Question ID : 630680781253
Status : Answered
Chosen Option : A

Q.23 The Census Act of 1948 was spearheaded by _____.

- Ans
- A. VK Krishnamenon
 - B. Jawaharlal Nehru
 - C. Dr BR Ambedkar
 - D. Sardar Vallabhbbhai Patel

Question ID : 630680394629
Status : Answered
Chosen Option : D

Q.24 Which process helps us to make sense of our environment through our perceptions of causality, and therefore, is a belief about the cause or causes of an event or an action?

- Ans
- A. Attribution
 - B. Personalization
 - C. Perceptual set
 - D. Persuasion

Question ID : 630680781227
Status : Answered
Chosen Option : A

Q.25 Functions of HRIS includes:

- Ans A. Ledger maintenance & management
 B. Material movement management
 C. Customer management
 D. Payroll management

Question ID : 630680781210
Status : Answered
Chosen Option : D

Q.26 Arrange the sentences in the correct order to form a coherent paragraph:

- A. Luckily, the weather cleared up and we continued our hike.
B. We packed our bags in the morning and set out early.
C. However, halfway through, it began to rain heavily.
D. The goal was to reach the summit by noon.

- Ans A. A, B, C, D
 B. B, C, A, D
 C. C, A, B, D
 D. B, D, C, A

Question ID : 630680781188
Status : Answered
Chosen Option : D

Q.27 _____ training & team-building approach aims at helping members to express their feelings, opinions reactions and accept feedback from team members and enhances their sensitivity towards the team members. The feedbacks are organized into four blocks- open, unknown, hidden, blind.

- Ans A. Assessment center
 B. Behavioural Role play
 C. Zohari Window
 D. Transaction Analysis

Question ID : 630680781287
Status : Answered
Chosen Option : C

Q.28 Identify the option that arranges the major religions of India in descending order of their followers according to Census 2011.

- Ans A. Hinduism, Islam, Christianity, Sikhism
 B. Hinduism, Islam, Sikhism, Christianity
 C. Hinduism, Sikhism, Islam, Christianity
 D. Hinduism, Christianity, Islam, Sikhism

Question ID : 630680199095
Status : Answered
Chosen Option : D

Section : Section C

Q.1 Which process involves studying the past data and forecasting future ratios is called:

- Ans A. Ratio and Trend analysis
 B. Regression Technique
 C. Managerial judgement
 D. Delphi method

Question ID : 630680781203
Status : Answered
Chosen Option : A

Q.2 What is the objective of the monetary policy in India?

- Ans A. To maintain the balance of payment
 B. To control tax income
 C. To control inflation
 D. To maintain balance between direct and indirect tax

Question ID : 630680145129
Status : Answered
Chosen Option : A

Q.3 Nicholson (1990) proposed a four-stage process of job transition. Identify one of the stages from the given list of items.

- Ans A. Moving
 B. Negotiation
 C. Compromising
 D. Adjustment

Question ID : 630680781217
Status : Answered
Chosen Option : A

Q.4 Which of the following is related to HR model?

- Ans A. Steward Model
 B. Porters Generic Model
 C. Harvard Model
 D. Porters Five Force Model

Question ID : 630680781200
Status : Answered
Chosen Option : C

Q.5 Select the word that refers to "a person who collects stamps".

- Ans A. Numismatist
 B. Cartographer
 C. Bibliophile
 D. Philatelist

Question ID : 630680781189
Status : Answered
Chosen Option : D

Q.6 _____ occurs when employee and employer meet to determine employee wages and benefits and to solve other disputes amicably.

- Ans A. Wage fixation
 B. Consultative Machinery
 C. Collective bargain
 D. Grievance handling

Question ID : 630680781251
Status : Answered
Chosen Option : C

Q.7 When the HR department automates it processes using internet and other technology-based products it is known as _____.

- Ans
- A. Digital HRM
 - B. Automated HRM
 - C. IT enabled HRM
 - D. E-HRM

Question ID : 630680781290

Status : Answered

Chosen Option : B

Q.8 In a certain code language,
'A + B' means 'A is the daughter of B'.
'A - B' means 'A is the brother of B',
'A x B' means 'A is the wife of B',
'A ÷ B' means 'A is the father of B'.
How is L related to P if 'L + M ÷ N - O x P'?

- Ans
- A. Wife's mother
 - B. Wife's sister
 - C. Sister
 - D. Mother

Question ID : 630680531214

Status : Answered

Chosen Option : B

Q.9 The _____ postulates that a behavior which had a rewarding experience is likely to be repeated.

- Ans
- A. Vrooms theory
 - B. Maslow's theory
 - C. Equity theory
 - D. Reinforcement theory

Question ID : 630680781277

Status : Answered

Chosen Option : D

Q.10 Find the antonym of "elated" in the context of the following sentence:
"She was elated after receiving the award."

- Ans
- A. defeated
 - B. thrilled
 - C. excited
 - D. depressed

Question ID : 630680781192

Status : Answered

Chosen Option : D

Q.11 A trainer decided to involve 20 employees across the department and across all positions in an offsite training program for 10 days. The team was subjected to various real time problems solving, and simulated challenges, which they were encouraged to solve as a team. The trainer acted simply as a facilitator, while watching and assessing each of the employee's behavior towards each other, while they work as a team. What kind of training was this?

- Ans
- A. In basket Training
 - B. Assessment centers
 - C. Simulation training
 - D. Vestibule training

Question ID : 630680781275

Status : Answered

Chosen Option : A

Q.12 Read the given statements and conclusions carefully. You have to take the given statements to be true even if they seem to be at variance from commonly known facts. You have to decide which conclusion/s logically follow/s from the given statements.

Statements:

All tabs are caps. All caps are veins. All veins are buns.

Conclusions:

(I): All tabs are buns.

(II): Some buns are caps.

- Ans
- A. Only conclusion (II) follows.
 - B. Neither conclusion (I) nor (II) follows.
 - C. Only conclusion (I) follows.
 - D. Both conclusions (I) and (II) follow.

Question ID : 630680522636
Status : Answered
Chosen Option : D

Q.13 Which of the following helps to summarize and interpret complex data in simple form, drill down to minutest details?

- Ans
- A. Smart Art
 - B. Pivot query
 - C. Charts
 - D. Objects

Question ID : 630680781234
Status : Answered
Chosen Option : B

Q.14 According to the Census of India 2011, which of the following states has the lowest ST (Scheduled Tribes) Population?

- Ans
- A. Tripura
 - B. Nagaland
 - C. Goa
 - D. Arunachal Pradesh

Question ID : 630680464324
Status : Answered
Chosen Option : C

Q.15 Which of the following imposes an obligation on the employer to pay minimum wage rate without any deduction?

- Ans
- A. Payment of Fair wage Act
 - B. Payment of Bonus Act
 - C. Minimum Wage Act
 - D. Payment of Wages Act

Question ID : 630680781243
Status : Answered
Chosen Option : C

Q.16 Performance Appraisal can contribute to a firms competitive advantage in the following ways except:

- Ans
- A. Improving performance
 - B. Succession planning
 - C. Correct Decision making
 - D. Cost Reduction

Question ID : 630680781264
Status : Answered
Chosen Option : D

Q.17 An employee lost his arm in an accident while at work in the factory. The trade Union bargained for compensation from the company, however was denied. The conflict escalated and was referred to the tribunals. During the trial, it was found that the company violated two important laws related to safety and security of the employee and his rights on compensation. Which two laws are referred in this context?

- Ans
- A. Miner's Act or Employee Provident Fund Act
 - B. Factories Act and Workman Compensation
 - C. Workmen Compensation and Employee Standing Order
 - D. Wage and factories Act

Question ID : 630680781258
Status : Answered
Chosen Option : B

Q.18 The ratio of milk to water in 10 litres of a mixture is 3 : 2. If this ratio is to be made 2 : 3, then the quantity of water to be added further to the mixture is:

- Ans
- A. 8 litres
 - B. 10 litres
 - C. 12 litres
 - D. 5 litres

Question ID : 630680748297
Status : Answered
Chosen Option : D

Q.19 The dark Triad consist of the following type of personality except:

- Ans
- A. Machiavellian
 - B. Narcissism
 - C. Introversion
 - D. Psychopathy

Question ID : 630680781222
Status : Answered
Chosen Option : C

Q.20 Who among the following is known as a pioneering new musical as well as the Sattriya dance?

- Ans
- A. Kalamandalam Krishnan Nair
 - B. Uday Shankar
 - C. Pandit Birju Maharaj
 - D. Srimanta Sankardev

Question ID : 630680465704
Status : Answered
Chosen Option : A

Q.21 Which one of the following is the extension used to save a, excel file?

- Ans
- A. .txt
 - B. .doc
 - C. .bmp
 - D. .xls

Question ID : 630680781229
Status : Answered
Chosen Option : D

Q.22 _____ is higher than fair wage, provides for bare essentials plus frugal comforts .

- Ans A. Minimum wage
 B. Fair wage
 C. Living wage
 D. Esteem wage

Question ID : 630680781237
Status : Answered
Chosen Option : C

Q.23 The wage policy in India there are three primary concepts except:

- Ans A. Fair wage
 B. Minimum wage
 C. Esteem wage
 D. Living Wage

Question ID : 630680781236
Status : Answered
Chosen Option : C

Q.24 Talent management includes the following activities except:

- Ans A. Talent assessment
 B. Talent acquisition
 C. Talent progression
 D. Talent development

Question ID : 630680781269
Status : Answered
Chosen Option : C

Q.25 David invested ₹1560 at 4% per annum simple interest in a bank. What amount (in ₹) will he get after 5 years?

- Ans A. 1772
 B. 1872
 C. 312
 D. 412

Question ID : 630680751057
Status : Answered
Chosen Option : C

Q.26 The ILO is organized around 3 sub-systems, except:

- Ans A. An International Labour Conference
 B. A general assembly council
 C. A Governing Body
 D. An International Labour Office

Question ID : 630680781257
Status : Answered
Chosen Option : D

Q.27 Name the religion that arose in India in the 5th Century BCE after the enlightenment and teaching of Siddhartha Gautama.

- Ans A. Sikhism
 B. Buddhism
 C. Zoroastrianism
 D. Jainism

Question ID : 630680183675
 Status : Answered
 Chosen Option : B

Q.28 Which of the following is a judgement based on a single striking characteristic such as an aspect of dress, speech, posture or nationality?

- Ans A. Contrast Effect
 B. First Impression Effect
 C. Halo effect
 D. Stereotyping

Question ID : 630680781226
 Status : Answered
 Chosen Option : D

Section : Section D

Q.1 Which of the following is a career stage?

- Ans A. Early bird
 B. Explorative
 C. Embryonic
 D. Inquisitive

Question ID : 630680781216
 Status : Answered
 Chosen Option : B

Q.2 The Industrial dispute Act was enacted in the year:

- Ans A. 1920
 B. 1946
 C. 1936
 D. 1947

Question ID : 630680781247
 Status : Answered
 Chosen Option : D

Q.3 A person who spends $36\frac{2}{3}\%$ of his monthly income is able to save ₹ 5,700 per month. His monthly expenses are

- Ans A. ₹6,300
 B. ₹4,300
 C. ₹3,300
 D. ₹5,300

Question ID : 630680748171
 Status : Answered
 Chosen Option : C

Q.4 The highest award 'Natya Puraskaram' 2021 was conferred by the Government of Kerala for Kathak dancer _____.

- Ans A. Guru Kumidini Lakhia
 B. Padma Sharma
 C. Girdhari Maharaj
 D. Charan Girdhar Chand

Question ID : 630680465696
Status : Not Answered
Chosen Option : --

Q.5 What is the formula used to count the number of cell that are not empty?

- Ans A. CountIFS()
 B. Countif()
 C. Count()
 D. CountA()

Question ID : 630680781230
Status : Answered
Chosen Option : B

Q.6 Who is the first Tirthankara of Jainism?

- Ans A. Ajitanatha
 B. Sumatinatha
 C. Rishabhanatha
 D. Mahavira

Question ID : 630680183676
Status : Answered
Chosen Option : C

Q.7 A digital platform, that automates all its manual activities and moves towards a paperless office management is known as _____.

- Ans A. Automated Office
 B. E-office
 C. Paperless Office
 D. Digital Office

Question ID : 630680781289
Status : Answered
Chosen Option : B

Q.8 _____ is an organization of people, coming together to achieve a shared purpose or a shared objective.

- Ans A. Association
 B. Group
 C. Team
 D. Organization

Question ID : 630680781283
Status : Answered
Chosen Option : C

Q.9 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 statement(s).

Statements:

All ships are pugs. All ships are joggers. All joggers are trees.

Conclusions:

(I) All ships are trees.

(II) Some joggers are pugs.

- Ans**
- A. Neither conclusion (I) nor (II) follows.
 - B. Both conclusions (I) and (II) follow.
 - C. Only conclusion (I) follows.
 - D. Only conclusion (II) follows.

Question ID : 630680522638

Status : Answered

Chosen Option : B

Q.10 According to the 2011 Census, which state in India had the lowest child sex ratio?

- Ans**
- A. Haryana
 - B. Punjab
 - C. Maharashtra
 - D. Rajasthan

Question ID : 630680394628

Status : Answered

Chosen Option : A

Q.11 Job analysis is not used for the following purposes:

- Ans**
- A. Recruitment
 - B. Marketing
 - C. Training
 - D. Job evaluation

Question ID : 630680781206

Status : Answered

Chosen Option : B

Q.12 _____ is a mandatory settlement of an industrial disputes by a tribunal.

- Ans**
- A. Consultative Machinery
 - B. Arbitration
 - C. Code of discipline
 - D. Adjudication

Question ID : 630680781250

Status : Answered

Chosen Option : D

Q.13 _____ is defined as the systematic study of job components.

- Ans**
- A. Job evaluation
 - B. Job Analysis
 - C. Job planning
 - D. Job study

Question ID : 630680781204

Status : Answered

Chosen Option : B

Q.14 A train runs at a speed of 100 kmph to cover a distance of 150 km and then at a speed of 180 kmph to cover a distance of 90 km. Find the average speed of the train for the entire distance.

- Ans
- A. 160 kmph
 - B. 140 kmph
 - C. 150 kmph
 - D. 120 kmph

Question ID : 630680748310
Status : Answered
Chosen Option : D

Q.15 Which function in Excel allows users to create groups and then perform various other Excel functions such as sum(), count(), average(), product(), max(), etc.

- Ans
- A. SubTotal()
 - B. SumProduct()
 - C. Sum()
 - D. Total()

Question ID : 630680781235
Status : Answered
Chosen Option : C

Q.16 Complete the sentence by replacing the underlined segment with the appropriate idiom:

"Winning the competition was an unexpected surprise for her."

- Ans
- A. an arm and a leg
 - B. a close shave
 - C. at the drop of a hat
 - D. a bolt from the blue

Question ID : 630680781190
Status : Answered
Chosen Option : D

Q.17 A company made double digit profit in the last financial year. The CEO decided to share the profit with his employees as incentives. He advised his HR head to devise an incentive plan. Which incentive plan would the HR Head devised?

- Ans
- A. Emerson Efficiency plan
 - B. Gain Sharing
 - C. Gantt task Systems
 - D. Bedaux Plan

Question ID : 630680781281
Status : Answered
Chosen Option : B

Q.18 The HR VP decides to implement a new HR metric for evaluating the performance of the employees and aligning the goals with the organizational objectives. His focus was an overall evaluation of performance measures to ensure effectiveness in customer management, growth & development, internal process management and improvement in the firm's ROI. Which HR metrics he wants to implement?

- Ans
- A. Balance Scorecard
 - B. Benchmarking
 - C. Competency framework
 - D. KPI and KRA

Question ID : 630680781276
Status : Answered
Chosen Option : D

Q.19 Based on the English alphabetical order, three of the following four letter-cluster pairs are alike in a certain way and thus form a group. Which is the letter-cluster pair that does not belong to that group?

(Note: The odd man out is not based on the number of consonants/vowels or their position in the letter-cluster.)

- Ans
- A. NJ-LQ
 - B. EA-CH
 - C. KG-IM
 - D. HD-FK

Question ID : 630680508329
Status : Answered
Chosen Option : C

Q.20 _____ are voluntary organization of employees formed to protect and promote their interests through collective action.

- Ans
- A. Trade group
 - B. Employee Association
 - C. Trade Union
 - D. Employee group

Question ID : 630680781248
Status : Answered
Chosen Option : C

Q.21 Advantages of e-HRM includes the following except:

- Ans
- A. Enables to interview different candidates dispersed geographically
 - B. Online training program to larger audience
 - C. Need of highly skilled resources to implement the digital systems
 - D. Fast and accurate reporting of information

Question ID : 630680781291
Status : Answered
Chosen Option : C

Q.22 Which one is not a dimension in the Balance Scorecard?

- Ans
- A. Internal Business Processes
 - B. Customer
 - C. HR policies
 - D. Financials

Question ID : 630680781266
Status : Answered
Chosen Option : C

Q.23 The Main objective of which act is to prohibit, delay or withholding in payment of wages of employees?

- Ans
- A. Payment of Wages Act
 - B. Payment of Gratuity Act
 - C. Minimum wages Act
 - D. Payment of Bonus Act

Question ID : 630680781242
Status : Answered
Chosen Option : A

Q.24 The HR manager while conducting a review exercise with his team member, referred to list of events in the entire year which was considered as events that had severe impact on the organization either positive and negative. What is the method opted by the manager?

- Ans A. Critical Incident
 B. BARS
 C. MBO
 D. 360 degree

Question ID : 630680781268
Status : Answered
Chosen Option : A

Q.25 According to Census of India 2011, what is the sex ratio of the state of Kerala?

- Ans A. 1176
 B. 1084
 C. 1029
 D. 1093

Question ID : 630680394634
Status : Answered
Chosen Option : A

Q.26 Replace the underlined segment with the correct proverb:
"You should spend money wisely because saving is equivalent to earning."

- Ans A. absence makes the heart grow fonder
 B. a stitch in time saves nine
 C. a penny saved is a penny earned
 D. all that glitters is not gold

Question ID : 630680781191
Status : Answered
Chosen Option : C

Q.27 Transactional Analysis is a form of psychotherapy that was developed by psychiatrist Eric Berne in the late 1950s and afterward. It includes the following states except:

- Ans A. Child ego states
 B. Baby ego states
 C. Parent ego states
 D. Adult ego states

Question ID : 630680781223
Status : Answered
Chosen Option : B

Q.28 Identify which Act that falls under the category of Social Security Legislation:

- Ans A. Minimum Wage Act
 B. Payment of Bonus Act
 C. Employee State Insurance Act
 D. Payment of Wages Act

Question ID : 630680781260
Status : Answered
Chosen Option : C

Section : Section E

Q.1 Identify the misspelt word in the following sentence:
"The archaeologist carefully excavated the ancient artifacts from the site."

- Ans A. artifacts
 B. carefully
 C. archaeologist
 D. excavated

Question ID : 630680781194
Status : Answered
Chosen Option : C

Q.2 _____ is a recent new systematic approach to proactively deal with issues related to individual employees, team and the total organization.

- Ans A. Human Resource Development
 B. Human Resource Management
 C. Human Resource Planning
 D. Human Resource Training

Question ID : 630680781212
Status : Answered
Chosen Option : A

Q.3 Aditya and Bhaskar undertake to do a piece of work for ₹15,000. Aditya alone can do it in 15 days while Bhaskar alone can do it in 18 days. With the help of Chandra, they finish it in 6 days. What is Chandra's share?

- Ans A. ₹5,000
 B. ₹6,000
 C. ₹7,000
 D. ₹4,000

Question ID : 630680751091
Status : Answered
Chosen Option : D

Q.4 Which of the following is a systematic process of collecting, storing, maintaining data of human resources?

- Ans A. HRM
 B. HRS
 C. HRIS
 D. HRA

Question ID : 630680781211
Status : Answered
Chosen Option : C

Q.5 _____ is referred to a concept where jobs are becoming more amorphous and less defined.

- Ans A. Job analysis
 B. De-jobbing
 C. Job crafting
 D. Job description

Question ID : 630680781205
Status : Answered
Chosen Option : B

Q.6 Competency includes the following elements as listed below except:

- Ans A. Physical attributes
 B. Knowledge
 C. Skill
 D. Attitude

Question ID : 630680781219
Status : Answered
Chosen Option : A

Q.7 The contemporary performance management methods includes:

- Ans A. Ranking Method
 B. Management by objective methods
 C. Critical Diary Method
 D. Rating Method

Question ID : 630680781265
Status : Answered
Chosen Option : B

Q.8 Which is well utilized to create a slideshow of valuable information through charts, and images for a presentation?

- Ans A. MS-Office
 B. MS- Excel
 C. MS-Word
 D. MS-PowerPoint

Question ID : 630680781233
Status : Answered
Chosen Option : D

Q.9 Seven boxes A, B, C, D, E, F and G are kept one over the other, but not necessarily in the same order.

Only two boxes are kept between A and C. Only G is kept above B. No box is kept below C. F is kept at some place below D, but at some place above E. How many boxes are kept between B and C?

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

Question ID : 630680729435
Status : Answered
Chosen Option : A

Q.10 Indian Labour laws is divided into four labour codes, except:

- Ans A. Worker's Participation Code
 B. Industrial Relations Code
 C. Code on Wages
 D. Code security legislation

Question ID : 630680781259
Status : Answered
Chosen Option : A

Q.11 The phases of group formation includes all except:

- Ans A. Conducting
 B. Performing
 C. Adjourning
 D. Forming

Question ID : 630680781285
Status : Answered
Chosen Option : A

Q.12 According to Census of India 2011, which state in India had the largest number of followers of Buddhism?

- Ans A. Mizoram
 B. Rajasthan
 C. Maharashtra
 D. Nagaland

Question ID : 630680270570
Status : Answered
Chosen Option : A

Q.13 It is important to find out the relative worth of a job, for which a process is followed that starts with selection of Job factors, construction of degrees for each factor and assignment point to each degree. This process is called:

- Ans A. Job grading
 B. Job evaluation
 C. Job factor ranking method
 D. Point- method

Question ID : 630680781246
Status : Answered
Chosen Option : B

Q.14 Which one of the listed item is not an organizational strategy for career development?

- Ans A. Improve percolation of Career Option Information
 B. Improve salary
 C. Support of Education & Training Activities for All Levels of Employees
 D. Improve Manpower Planning and Forecasting Systems

Question ID : 630680781218
Status : Answered
Chosen Option : A

Q.15 _____ aims at maintaining profiles of organizational health, monitoring organizational health, assisting sick departments, helping interested units and Departments in self-renewal, conflict management, creation of strong teams and so on, establishing processes that build a climate to promote enabling capabilities in the Organization.

- Ans A. Organization Development
 B. Organizational Diagnosis
 C. Organization Intervention
 D. Organization Analysis

Question ID : 630680781214
Status : Answered
Chosen Option : A

Q.16 BHFC is related to IOMJ in a certain way based on the English alphabetical order. In the same way, EKIF is related to LRPM. To which of the following is HNLI related, following the same logic?

- Ans
- A. UOPS
 - B. UOSP
 - C. OUPS
 - D. OUSP

Question ID : 630680729704
Status : Answered
Chosen Option : D

Q.17 According to Census of India 2011, in which state is female literacy rate the highest?

- Ans
- A. Kerala
 - B. West Bengal
 - C. Himachal Pradesh
 - D. Tamil Nadu

Question ID : 630680394641
Status : Answered
Chosen Option : A

Q.18 Which word is spelled incorrectly in the sentence below?
"She received an anonymous letter that contained various accusatoins."

- Ans
- A. anonymous
 - B. accusatoins
 - C. received
 - D. letter

Question ID : 630680781195
Status : Answered
Chosen Option : B

Q.19 According to the 2011 Census, there are _____ non-scheduled languages in India.

- Ans
- A. 22
 - B. 71
 - C. 100
 - D. 99

Question ID : 630680394627
Status : Answered
Chosen Option : B

Q.20 _____ is an association of people for meeting a common goal. It may be formal or informal in nature.

- Ans
- A. Organization
 - B. Group
 - C. Team
 - D. Association

Question ID : 630680781284
Status : Answered
Chosen Option : B

Q.21 In which approach, IR is grounded in mutual cooperation, individual treatment, team work and shared goals:

- Ans A. Pluralistic
 B. Unitary
 C. Marxist
 D. Gandhian

Question ID : 630680781239
Status : Answered
Chosen Option : B

Q.22 An employee was extremely irregular at work. Despite warnings he continued with his defiant behavior. The plant HR head in consultation with the trade union decides to fire the employee. The trade union agreed since it was mentioned in the duties & responsibilities of the employees under the ethics code. Which ethics code is referred in this case?

- Ans A. Code of ethics
 B. Code of conduct
 C. Code of dispute
 D. Code of discipline

Question ID : 630680781254
Status : Answered
Chosen Option : B

Q.23 _____ was enacted in the year 1976, which prohibits discrimination in matters related to pay.

- Ans A. Minimum Wage Act
 B. Equal Remuneration Act
 C. Payment of Wages Act
 D. Living Wage Act

Question ID : 630680781241
Status : Answered
Chosen Option : B

Q.24 Identify the OD intervention from the list of items.

- Ans A. Lectures
 B. In basket training
 C. T-group training
 D. Vestibule Training

Question ID : 630680781215
Status : Answered
Chosen Option : C

Q.25 A trapezium shaped field PQRS has $PQ \parallel RS$, $PQ = 12$ m, $RS = 22$ m, PQ and RS are 14 m apart. Two crops are to be sowed in it in equal areas. Find the area available to each crop.

- Ans A. 238 m²
 B. 190 m²
 C. 213 m²
 D. 119 m²

Question ID : 630680748322
Status : Answered
Chosen Option : A

Q.26 The phase in which the team members accepts one another , refrains from conflicts and associates and form a cohesive unit is known as _____.

- Ans
- A. Performing
 - B. Norming
 - C. Storming
 - D. Adjourning

Question ID : **630680781286**
Status : **Answered**
Chosen Option : **B**

Q.27 Which of the following pair of dancer and the dance they perform is INCORRECT?

- Ans
- A. Kalakshetra Vilasini – Kuchipudi
 - B. Lalitha Srinivasan - Bharatanatyam
 - C. Susmita Mishra – Kathak
 - D. Mahankali Srimannarayana Murthy - Kuchipudi

Question ID : **630680465700**
Status : **Answered**
Chosen Option : **A**

Q.28 Which of the following is a study of the behavior of individuals, groups in the context of organizations as a whole?

- Ans
- A. Organization Climate
 - B. Organization Behaviour
 - C. Organization Diagnosis
 - D. Organization Analysis

Question ID : **630680781220**
Status : **Answered**
Chosen Option : **B**