

परीक्षेचे नांव : सहायक प्राध्यापक, हयुमन रिसोर्स,

परीक्षेचा दिनांक : 09 फेब्रुवारी, 2014

महाराष्ट्र शिक्षण सेवा (महाविद्यालयीन शाखा), गट -अ, चाळणी परीक्षा-2013

विषय : हयुमन रिसोर्स

महाराष्ट्र लोकसेवा आयोगामार्फत सहायक प्राध्यापक, हयुमन रिसोर्स, महाराष्ट्र शिक्षण सेवा (महाविद्यालयीन शाखा), गट -अ, चाळणी परीक्षा-२०१३ या चाळणी परीक्षेच्या प्रश्नपत्रिकेची उत्तरतालिका उमेदवारांच्या माहितीसाठी संकेतस्थळावर प्रसिध्द करण्यात आली होती. त्यासंदर्भात उमेदवारांनी अधिप्रमाणित (Authentic) स्पष्टीकरण / संदर्भ देऊन पाठविलेली लेखी निवेदने, तसेच तज्ज्ञांचे अभिप्राय विचारात घेऊन आयोगाने उत्तरतालिका सुधारित केली आहे. या उत्तरतालिकेतील उत्तरे अंतिम समजण्यात येतील. यासंदर्भात आलेली निवेदने विचारात घेतली जाणार नाहीत व त्याबाबत कोणताही पत्रव्यवहार केला जाणार नाही, याची कृपया नोंद घ्यावी.

उत्तरतालिका - KEY

MPSC

Notations:

1. Options shown in green color are correct.
2. Options shown in red color are incorrect.

Group A

Number of optional sections to be attempted: 0, Group Maximum duration : 0, Group Minimum duration : 60,
Revisit allowed for view? : No, Revisit allowed for edit? : No, Break time: 0

Assistant Professor Human Resource

Section type : Online, Number of Questions to be attempted:100, Mandatory or Optional: Mandatory

Subsection : 1, Question Shuffling Allowed : Yes

Question id : 1901 Question Type : MCQ

Profounder of Equity theory of Motivation

Options :

1. Maslow
2. Herzberg
3. Adams
4. Lawler

Question id : 1902 Question Type : MCQ

Recognition of a trade Union is provided under

Options :

1. The Trade Unions Act, 1926
2. Industrial Disputes Act, 1947
3. Bombay Industrial Relations Act, 1946
4. MRTU&PULP Act, 1971

Question id : 1903 Question Type : MCQ

This act provides for Labour Welfare

Options :

1. Factories Act, 1948
2. Workmen's compensation Act, 1923
3. Maternity Benefit Act, 1961
4. Employees State Insurance Act, 1948

Question id : 1904 Question Type : MCQ

One of the following is not a Social security Act

Options :

1. Employees Provident Fund And Misc. Provisions Act, 1952
2. Payment of Gratuity Act, 1972
3. New Pension Act, 2012
4. Unorganised Workers Social Security Act, 2008

Question id : 1905 Question Type : MCQ

The Z theory of leadership was proposed by

Options :

1. Fiedler
2. Robert House
3. Douglas McGregor
4. William Ouchi

Question id : 1906 Question Type : MCQ

The following is not a form of workers participation in Management

Options :

1. Information sharing
2. Consultative participation
3. Associative participation
4. Supervisory participation

Question id : 1907 Question Type : MCQ

The following is a strategic HRM approach

Options :

1. Best Fit Approach
2. Modelling
3. Imitation
4. Pricing

Question id : 1908 Question Type : MCQ

The following method accords authority while serving as a tool of Human Resource Development

Options :

1. Job rotation
2. Job Enhancement
3. Job Enrichment
4. Job enlargement

Question id : 1909 Question Type : MCQ

The new name for the concept replacing Labour turnover is

Options :

1. Attrition
2. Manpower turnover
3. Human Resource turnover
4. Talent turnover

Question id : 1910 Question Type : MCQ

Pay based on the nation of posting

Options :

1. Home based pay
2. Ex-Patriot pay
3. Host based pay
4. Third Nation Pay

Question id : 1911 Question Type : MCQ

An employee from the country of origin of the company posted in a new host nation is called

Options :

1. Host country national
2. Parent country national
3. Third country national
4. Original national

Question id : 1912 Question Type : MCQ

State the method of training needs evaluation which also helps to assess individuals' performance

Options :

1. Skill matrix
2. Interview
3. Survey
4. Performance Appraisal

Question id : 1913 Question Type : MCQ

Assessing an individual's ability to maximize his/ her potential is done through

Options :

Options :

1. Performance Counselling
2. Performance Appraisal
3. Potential Appraisal
4. Performance Management System

Question id : 1914 Question Type : MCQ

Assessment of two cohorts where one is given training inputs and one is given none is called

Options :

1. Pre-test – post test assessment
2. Control group – training group Assessment
3. Longitudinal Assessment
4. Process assessment

Question id : 1915 Question Type : MCQ

Finding out the reason for attrition is possible in a

Options :

1. Exit interview
2. Competition review
3. Performance review
4. Succession interview

Question id : 1916 Question Type : MCQ

Performance Appraisal system which takes into account all the stakeholders is called

Options :

1. Management by Objectives
2. 360⁰ appraisal
3. Assessment Centres
4. Psychological appraisals

Question id : 1917 Question Type : MCQ

Maslow's need Hierarchy is as from Bottom to top

Options :

1. Physiological needs, Safety needs, belonging need, self actualisation, esteem needs
2. Physiological needs, belonging need, self actualisation, esteem needs, Safety needs
3. Safety needs, Physiological needs, belonging need, self actualisation, esteem needs
4. Physiological needs, Safety needs, belonging need, esteem needs, self actualisation

Question id : 1918 Question Type : MCQ

Kurt Lewin's change Management process

Options :

1. Unfreeze- freeze-transition
2. Freeze- unfreeze-transition
3. Unfreeze-transition-freeze
4. Transition-unfreeze-freeze

Question id : 1919 Question Type : MCQ

Sidney and Beatrice Webb referred to trade unions and collective bargaining in their famous book

Options :

1. Industrial citizenship
2. Industrial Democracy
3. Collective Action
4. Trading Classes

Question id : 1920 Question Type : MCQ

Match the following

- | | |
|----------------------------|-----------------------|
| 1) Managerial Needs theory | (i) McClelland |
| 2) Expectancy theory | (ii) Bandura |
| 3) Goal theory | (iii) Vroom |
| 4) Social learning theory | (iv) Latham and Locke |

Options :

1. 1-i,2-ii,3-iii,4-iv
2. 1-ii,2-iii,3-iv,4-i
3. 1-i,2-iii,3-iv,4-ii
4. 1-i,2-iv,3-ii,4-iii

Question id : 1921 Question Type : MCQ

Compulsory notification of employment opportunity is required under the

Options :

1. The Employment Exchanges Act, 1959
2. Factories Act, 1948
3. Apprentices Act, 1961
4. The Employment News Act, 1959

Question id : 1922 Question Type : MCQ

Put the steps of HR planning process correct order (Question Cancelled)

- (i) Forecasting HR Requirements

(ii) Assessing HR Inventory

(iii) Gap Analysis

(iv) Need Statement

(v) HR Optimisation strategy

Options :

1. i, ii, iii, iv, v

2. ii, iii, iv, i, v

3. iv, iii, i, ii, v

4. iv, ii, iii, i, v

Question id : 1923 Question Type : MCQ

Enforcement of which of the following Act is the sole responsibility of the Central Government

Options :

1. The Employees' State Insurance Act, 1948

2. The Contract Labour (Regulation and Abolition) Act, 1970

3. The Equal Remuneration Act, 1976

4. The Industrial Disputes Act, 1947

Question id : 1924 Question Type : MCQ

Chose the same relationship which exist in second pair as in first pair:

Strike : Labour :: _____ : Management

Options :

1. Lay-off

2. Retrenchment

3. Lockout

4. Closure

Question id : 1925 Question Type : MCQ

The basis of minimum limit of 8.33% in the payment of Bonus Act is the calculation 100/12. Here 12 stands for

Options :

1. Hours

2. Weeks

3. Months

4. Rs 1 per month

Question id : 1926 Question Type : MCQ

A Child in factories act 1948

Options :

1. means a person who has not completed his fifteenth year of age
2. means a person who has not completed his thirteenth year of age
3. means a person who has not completed his eighteenth year of age
4. means a person who has completed his twelfth year of age

Question id : 1927 Question Type : MCQ

Every Company with a net worth of Rs. _____crore or more or turnover of Rs.1000 crore or more or net profit of Rs ____ crore or more has to constitute a board for CSR under the Companies Act, 2013.

Options :

1. 500,5
2. 800,8
3. 500,2.5
4. 500, 3

Question id : 1928 Question Type : MCQ

This is a non- statutory Welfare provision.

Options :

1. Shelter, restrooms and Lunchrooms
2. Canteen
3. Labour Welfare Officer
4. Hostel

Question id : 1929 Question Type : MCQ

Tests devised to assess a person's ability to undertake a particular type of work or to learn a particular skill are called

Options :

1. Attitude Test
2. Aptitude Test
3. Assessment tests
4. Competency tests

Question id : 1930 Question Type : MCQ

Match the following:

Management Thinkers	Contributions
(a) F.W. Taylor	i) Application of psychology to management

(b) Henri Fayol	ii) Sociological concept of Group Behaviour
(c) Elton Mayo	iii) Time and Motion Study
(d) Hugo Munsterberg	iv) 14 Principles of Management

Options :

1. (a)-(ii),(b)- (iii),(c)-(i),(d)-(iv)
2. (a)-(iii),(b)- (iv),(c)-(ii),(d)- (i)
3. (a)-(iv),(b)- (ii),(c)- (iii),(d)- (i)
4. (a)-(iii),(b)- (i),(c)-(ii),(d)(iv)

Question id : 1931 Question Type : MCQ

Match the following :

Management Thinkers	Contributions
(i) Paul Branthal et. Al	(a) Fish-Bone Analysis
(ii) Frederick Herzberg	(b) Balance Score Card
(iii) Ishikawa	(c) Learning and Performance Cycle
(iv) Kaplan and Norton	(d) Job Enrichment

Options :

1. (a)-(ii),(b)- (iv),(c)- (iii),(d)- (i)
2. (a)-(iii),(b)- (i),(c)- (iv),(d)- (ii)
3. (a)-(iv),(b)- (ii),(c)-(i),(d)- (iii)
4. (a)-(iii),(b)- (iv),(c)- (i),(d)-(ii)

Question id : 1932 Question Type : MCQ

Which of the following is not regarded as a wage legislation ?

Options :

1. Payment of Wages Act, 1936
2. Minimum Wages Act, 1948
3. Payment of Bonus Act, 1965
4. Equal Remuneration Act, 1976

Question id : 1933 Question Type : MCQ

In which of the following legislations, there is mention of “Principal employer” and “Immediate employer” ?

Options :

1. Industrial Disputes Act, 1947
2. Trade Unions Act, 1926
3. Contract Labour (Abolition and Regulation) Act, 1970
4. Industrial Employment (Standing Orders) Act, 1946

Question id : 1934 Question Type : MCQ

“Welfare work is a means of securing, preserving and increasing the efficiency of labour” is the theme of

Options :

1. Paternalistic Theory
2. Religious Theory
3. Functional Theory
4. Placating Theory

Question id : 1935 Question Type : MCQ

_____ is excluded from the list of dimensions of intellectual Ability.

Options :

1. Inductive reasoning
2. Deductive reasoning
3. Empathy
4. Memory

Question id : 1936 Question Type : MCQ

The main components of Attitude are

Options :

1. Affective, Cognitive and Behavioural
2. Affective, Intellectual and Cognitive
3. Cognitive ,Intellectual and Behavioural
4. Behavioural, Intellectual and Affective

Question id : 1937 Question Type : MCQ

Modern day broader terminology for Employee Morale is

Options :

1. Employee Satisfaction
2. Employee Engagement
3. Employee Involvement
4. Employee Attachment

Question id : 1938 Question Type : MCQ

Attracting recruits by developing reputation as an able employer is known as

Options :

1. Employer Branding
2. Leading Employer
3. Ideal employment
4. Brand leader

4. **Standards**

Question id : 1939 Question Type : MCQ

According to Herzberg _____ is not a motivator

Options :

1. **Position**
2. **Pay**
3. **Prestige**
4. **Passion**

Question id : 1940 Question Type : MCQ

Models of Emotional Intelligence

Options :

1. **Ability Model, Mixed Model, Behavioural Model**
2. **Ability Model , Mixed Model, Trait Model**
3. **Ability Model, Mixed Model , Affective Model**
4. **Ability Model, Behavioural Model , Trait Model**

Question id : 1941 Question Type : MCQ

“I’m prepared to do whatever I have to do to get ahead.” This statement indicates _____ type of personality in an Employee.

Options :

1. **Machiavellianism**
2. **Narcissism**
3. **Self Monitoring**
4. **Risk Taking**

Question id : 1942 Question Type : MCQ

Persons who entered the workforce in America between 1985-2000 are called

Options :

1. **Baby boomers**
2. **Xers**
3. **Nexters**
4. **Netters**

Question id : 1943 Question Type : MCQ

Individualism vs collectivism is one of the five dimensions of National Culture given by

Options :

1. **Kant**
2. **Hofstede**
3. **Myers and Briggs**

4. Collins

Question id : 1944 Question Type : MCQ

A system in which decisions are made to provide the greatest good for the greatest number .

Options :

1. Whistle blowing
2. Utilitarianism
3. Rights perspective
4. Duty Consciousness

Question id : 1945 Question Type : MCQ

Job Characteristics Model was given by

Options :

1. Frank Greer
2. J. Richard Hackman and Greg Oldham
3. Scott and Old
4. Susan Collins

Question id : 1946 Question Type : MCQ

An alternative work arrangement where an employee has the choice to work from a location of her choice is called

Options :

1. Flexitime
2. Flexiplace
3. computerization
4. Job Sharing

Question id : 1947 Question Type : MCQ

A company-established benefits plan in which employees acquire stock, often at below-market prices, as part of their benefits is called

Options :

1. profit-sharing plan
2. gain sharing
3. employee stock ownership plan (ESOP)
4. productivity linked pay

Question id : 1948 Question Type : MCQ

One of the following is not a stage in the five stage group formation model

Options :

1. Forming
2. Norming

2. NOTHING

3. Worming

4. Storming

Question id : 1949 Question Type : MCQ

An individual's view of how he or she is supposed to act in a given situation is called

Options :

1. Role

2. Role delianation

3. Role Perception

4. Task

Question id : 1950 Question Type : MCQ

Rumours are _____ category of deviant behaviour at workplace.

Options :

1. Production

2. Property

3. Aggression

4. Political

Question id : 1951 Question Type : MCQ

A phenomenon in which the norm for consensus overrides the realistic appraisal of alternative courses of action in a group is called _____

Options :

1. Group shift

2. Groupthink

3. Thinktank

4. Group consensus

Question id : 1952 Question Type : MCQ

This is not a group Decision making technique

Options :

1. Authority technique

2. Democratic technique

3. Brainstorming technique

4. Ordinal group technique

Question id : 1953 Question Type : MCQ

A group whose individual efforts result in performance that is greater than the sum of the individual inputs is called _____

Options :

1. Workgroup
2. Workteam
3. Work cooperation
4. Work co-operative

Question id : 1954 Question Type : MCQ

Employees from about the same hierarchical level, but from different work areas, who come together to accomplish a task form _____

Options :

1. cross-functional teams
2. problem-solving teams
3. selfmanaged work teams
4. virtual teams

Question id : 1955 Question Type : MCQ

One of the following deters effective teamwork.

Options :

1. Reward systems
2. Adequate resources
3. Climate of mistrust
4. Leadership and structure

Question id : 1956 Question Type : MCQ

Authorized Interpersonal Communication flow in an Organisation may not be

Options :

1. Lateral Communication
2. Upward Communication
3. Downward Communication
4. Grapevine Communication

Question id : 1957 Question Type : MCQ

_____ is a condition in which information inflow exceeds an individual's processing capacity.

Options :

1. Information crash
2. Information Overload
3. Information Burnout
4. Information Block

Question id : 1958 Question Type : MCQ

_____ is not a barrier to communication.

Options :

1. Filtering
2. Silence
3. Information Overload
4. Attentiveness

Question id : 1959 Question Type : MCQ

_____ is Influence based on identification with a person who has desirable resources or personal traits.

Options :

1. Expert Power
2. Referent Power
3. Personal Power
4. Reward Power

Question id : 1960 Question Type : MCQ

Identify the power tactics used in all the three types of Influence directions.

Options :

1. Exchange
2. Legitimacy
3. Rational Persuasion
4. Consultation

Question id : 1961 Question Type : MCQ

The belief that conflict is not only a positive force in a group but also an absolute necessity for a group to perform effectively.

Options :

1. Traditional View of Conflict
2. Interactionist view of conflict
3. Functional View of Conflict
4. Radical view of Conflict

Question id : 1962 Question Type : MCQ

Stages of Conflict in their correct order are

Options :

1. cognition and personalization, intentions, behaviour, outcomes, potential opposition or incompatibility
2. potential opposition or incompatibility, cognition and personalization, intentions, behaviour, outcomes
3. intentions, behaviour, outcomes, potential opposition or incompatibility, cognition and personalization
4. behaviour, outcomes, potential opposition or incompatibility, cognition and personalization, intentions

Question id : 1963 Question Type : MCQ

When one person seeks to satisfy his or her own interests regardless of the impact on the other parties to the conflict, that person is _____

Options :

1. Competing
2. Collaborating
3. Avoiding
4. Compromising

Question id : 1964 Question Type : MCQ

One of the following is a conflict stimulating Technique

Options :

1. Superordinate goals
2. Expansion of resources
3. Authoritative Command
4. Restructuring organisation

Question id : 1965 Question Type : MCQ

Steps in Negotiation

Options :

1. Definition of ground rules, clarification and justification, bargaining and problem solving, closure and implementation, preparation and planning
2. Clarification and justification, bargaining and problem solving, closure and implementation, preparation and planning , definition of ground rules
3. Preparation and planning, definition of ground rules, clarification and justification, bargaining and problem solving, closure and implementation
4. Bargaining and problem solving, closure and implementation, preparation and planning , definition of ground rules, preparation and planning , Definition of ground rules

Question id : 1966 Question Type : MCQ

_____ is the proportion of employees who are engaged within a certain period who remain with the organization after so many months or years of service.

Options :

1. Half Life Index
2. Survival Rate
3. Labour turnover Index
4. Stability Index

Question id : 1967 Question Type : MCQ

Competency based approach in resourcing has been given by

Options :

1. Rodgers
2. Munro, Fraser

2. Multisource

3. Wood and Payne

4. Armstrong

Question id : 1968 Question Type : MCQ

_____ is not the basis of an interview.

Options :

1. Knowledge

2. Skills and abilities

3. Experience

4. Political Leaning

Question id : 1969 Question Type : MCQ

Validity of a Selection test is does not include

Options :

1. Construct Validity.

2. Face validity

3. Predictive validity

4. Block Validity

Question id : 1970 Question Type : MCQ

_____ is concerned with the provision of opportunities for people to develop their abilities and their careers in order to ensure that the organization has the flow of talent it needs and to satisfy their own aspirations.

Options :

1. Succession Planning

2. Career Planning

3. Human Resource Development

4. Talent integration

Question id : 1971 Question Type : MCQ

_____ takes place when the organization as a whole is going through a downsizing exercise, when structural changes are being made, following mergers and acquisitions, and when individual jobs are no longer needed

Options :

1. Redundancy

2. Voluntary redundancy

3. Outplacement

4. Closure

Question id : 1972 Question Type : MCQ

Arrange the steps in a disciplinary proceeding in the correct order.

1. Dismissal or action short of dismissal such as loss of pay or demotion.

2. Written warning
3. Show cause
4. Informal Discussion

Options :

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

Question id : 1973 Question Type : MCQ

_____ is not a formal approach to Management Development

Options :

1. Mentoring
2. Coaching
3. Problem Discussion
4. Training

Question id : 1974 Question Type : MCQ

Give the correct order of the phases of developing a reward strategy

1. The diagnosis phase, when reward goals are agreed, current policies and practices assessed against them, options for improvement considered and any changes agreed.

2. The detailed design phase when improvements and changes are detailed and any changes tested (pilot testing is important).

3-. The final testing and preparation phase.

4-. The implementation phase, followed by ongoing review and modification.

Options :

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

2. 2,1,3,4

3. 3,1,2,4

4. 4,1,2,3

Question id : 1975 Question Type : MCQ

This is not used for maintaining competitive rates of pay and benefits and deciding on pay ranges in a grade and pay structure.

Options :

1. Market rate survey

2. Benchmark jobs

3. Derived market rate

4. Market bounce

Question id : 1976 Question Type : MCQ

_____ is not a method of Pay progression.

Options :

1. Increments

2. Contingent pay

3. Competency pay

4. Bonus

Question id : 1977 Question Type : MCQ

The following is not an objective of employee benefit policies and practices of an organisation.

Options :

1. Provides a competitive total remuneration package that both attracts and retains highquality employees employees

2. Provide for the personal needs of employees

3. Increase the commitment of employees to the organization

4. provide for some people a tax deficient method of remuneration.

Question id : 1978 Question Type : MCQ

Employee benefit includes

Options :

1. Well lighted workplace.

2. Washroom facilities

3. Company Car

4. Canteen

Question id : 1979 Question Type : MCQ

"_____" means such disablement of a permanent nature, as reduces the earning capacity of an employee in every employment which he was capable of undertaking at the time of the accident resulting in the disablement under the ESI Act, 1948

Options :

1. Permanent partial disablement
2. Permanent total Disablement
3. Permanent incapacitating disablement
4. Permanent Employment Disablement

Question id : 1980 Question Type : MCQ

_____ is not a type of allowance.

Options :

1. Subsistence
2. Standby
3. Overtime
4. Pension

Question id : 1981 Question Type : MCQ

Steps required to conduct a general Pay review

1. Calculate costs.
2. Analyse data on pay settlements made by comparable organizations and rates of inflation.
3. Conduct negotiations with trade unions as required.
4. Decide on the budget.
5. Adjust the pay
6. Inform employees.

Options :

1. 1,2,3,4,5,6
2. 2,3,4,5,6,1
3. 3,4,5,1,2,6
4. 4,2,3,1,5,6

Question id : 1982 Question Type : MCQ

Bargaining, in which it is recognized that each party is dependent on the other and can achieve its objectives more effectively if it wins the support of the other.

Options :

1. Co-operative Bargaining
2. Conjunctive Bargaining
3. Distributive Bargaining
4. Integrative bargaining

Question id : 1983 Question Type : MCQ

The three main actors in a tripartite resolution of industrial dispute are

Options :

Options :

1. Trade Union, Management, Government
2. Trade Union, Manangement and NGOs
3. Trade Union, Management and ILO
4. Trade Union, ILO and Government

Question id : 1984 Question Type : MCQ

A good day-to-day working relationship, but management proposes and the workforce reacts through its elected representatives is _____ approach of Employee relations.

Options :

1. Adversarial
2. Traditional
3. Power sharing
4. Partnership

Question id : 1985 Question Type : MCQ

_____ is not a style of Management , in handling employee relations as proposed by Purcell

Options :

1. Authoritarian
2. Paternalistic
3. Adversarial
4. Democratic

Question id : 1986 Question Type : MCQ

_____ is the process of reconciling differences between two parties carried out by a third party.

Options :

1. Arbitration
2. Adjudication
3. Agreement
4. Conciliation

Question id : 1987 Question Type : MCQ

_____ is concerned with Work related illness.

Options :

1. Work Illness Programme
2. Occupational Health
3. Work Health
4. Community Health

Question id : 1988 Question Type : MCQ

Work-life balance policies at workplace decrease

Options :

1. productivity and quality of work
2. commitment and morale
3. Employee turnover
4. utilization of new recruits

Question id : 1989 Question Type : MCQ

A _____ spells out the policy on handling grievances and the approach to dealing with them.

Options :

1. Grievance procedure
2. Disciplinary Procedure
3. Complaints committee
4. Suggestion scheme

Question id : 1990 Question Type : MCQ

Trade Dispute is a term used in

Options :

1. Industrial Disputes Act
2. Trade Union Act
3. The Employment of Standing Orders Act
4. Industrial Relations Act

Question id : 1991 Question Type : MCQ

Any _____ or more members of a Trade Union may, by subscribing their names to the rules of the Trade Union and by otherwise complying with the provisions of this Act with respect to registration, apply for registration of the Trade Union under this Act.

Options :

1. 5
2. 7
3. 9
4. 10

Question id : 1992 Question Type : MCQ

The number of subordinates a manager can efficiently and effectively direct.

Options :

1. Unity of command
2. Authority
3. Span of control
4. Centralization

Question id : 1993 Question Type : MCQ

A culture that expresses the core values that are shared by a majority of the organization's members

A culture that expresses the core values that are shared by a majority of the organization's members.

Options :

1. Dominant culture
2. Sub Culture
3. Strong Culture
4. Core culture

Question id : 1994 Question Type : MCQ

Steps in socialization at workplace in the right order are

- i. Encounter
- ii. Pre arrival
- iii. Metamorphosis
- iv. Outcome

Options :

1. i,ii,iii,iv
2. ii,i,iii,iv
3. ii,iii,i,iv
4. i,iii,ii,iv

Question id : 1995 Question Type : MCQ

A collection of planned change interventions, built on humanistic– democratic values, that seeks to improve organizational effectiveness and employee well-being

Options :

1. Organisational well being
2. Organisational Development
3. Organisational Effectiveness
4. Organisational Efficiency

Question id : 1996 Question Type : MCQ

Benefits provided under the ESI Act, 1948 do not include

Options :

1. Sickness benefit
2. Disablement benefit
3. Maternity Benefit
4. Prosthetic Benefit

Question id : 1997 Question Type : MCQ

EPF and Miscellaneous Provisions Act provides for

Options :

1. Social Insurance
2. Social Security
3. Social Benefit
4. Job Insurance

Question id : 1998 Question Type : MCQ

Workman's compensation Act extends to

Options :

1. Worker
2. Employees
3. Workman and apprentices
4. Workman

Question id : 1999 Question Type : MCQ

Golden Handshake Schemes are also called

Options :

1. Redundancy Schemes
2. Re-employment Schemes
3. Rejuvenation Schemes
4. Closure Benefit

Question id : 2000 Question Type : MCQ

A leading Journal on Industrial Relations in India is

Options :

1. Indian Journal of Social Work
2. Labour Law reporter
3. Indian journal of Industrial Relations
4. Human Capital