

Subject Code : 103 ▼

Subject Code	Exam Date	Q Id	Questions	Answer Key
103	26-10-2019	181	<p>The novel "Coolie" is a famous work of</p> <p>(A) Shri Khushwant Singh</p> <p>(B) Shri V.S. Naipaul</p> <p>(C) Shri Mulk Raj Anand</p> <p>(D) Shri R.K. Narayan</p>	(C)
103	26-10-2019	182	<p>India's first National Police Museum, set up by the Intelligence Bureau in coordination with the Central Armed Police Forces under the Union Home Ministry, is located at</p> <p>(A) Delhi</p> <p>(B) Noida</p> <p>(C) Hyderabad</p> <p>(D) Ahmedabad</p>	(A)
103	26-10-2019	183	<p>Who said "The soul of India lives in its villages"?</p> <p>(A) Shri Vinoba Bhave</p> <p>(B) Shri Jayaprakash Narayan</p> <p>(C) Shri Mahatma Gandhi</p> <p>(D) Shri Jawahar Lal Nehru</p>	(C)
103	26-10-2019	184	<p>International Poverty Eradication Day is celebrated across the globe every year on to raise awareness and highlight the problems faced by the poverty-stricken people or families and work towards eradicating poverty globally in all its forms.</p> <p>(A) 7 September</p> <p>(B) 17 September</p> <p>(C) 7 October</p> <p>(D) 17 October</p>	(D)

103	26-10-2019	185	<p>The National Highway starting from Kapurthala connecting Gobindwal Sahib and terminating near Taran Taran in the State of Punjab has been declared as new National Highway No. 703AA, and is announced to be named after..... effective November 2019.</p> <p>(A) Shri Sardar Vallabhbhai Patel</p> <p>(B) Shri Guru Nanak Dev</p> <p>(C) Shri Giani Zail Singh</p> <p>(D) Shri Shankar Dayal Sharma</p>	(B)
103	26-10-2019	186	<p>Synonym for "Intransigent"</p> <p>(A) flexible</p> <p>(B) unshakeable</p> <p>(C) pliable</p> <p>(D) supple</p>	(B)
103	26-10-2019	187	<p>Fill up with the correct option:</p> <p>Ajit is a scholar than his brother.</p> <p>(A) better</p> <p>(B) smaller</p> <p>(C) superior</p> <p>(D) good</p>	(A)
103	26-10-2019	188	<p>Find out whether there is any Grammatical error in below sentence. If yes, that part of the sentence shall be indicated as the answer among the given options:</p> <p>Gulliver's Travels / are the most fascinating story/ that I have ever read.</p> <p>(A) Gulliver's Travels</p> <p>(B) are the most fascinating story</p> <p>(C) that I have ever read</p> <p>(D) No error</p>	(B)

103	26-10-2019	189	<p>Out of the four alternatives, choose the one which can be substituted for the given words.</p> <p>Misappropriation of money</p> <p>(A) Abridgement</p> <p>(B) Condiment</p> <p>(C) Embezzlement</p> <p>(D) Bereavement</p>	(C)
103	26-10-2019	190	<p>In the following question, the first and the last part of the sentence/passage are given. The rest of the sentence/ passage is split into four parts and named P, Q, R and S. These four parts are not given in their proper order. Read the sentences and find out which of the four combinations is correct.</p> <p>"As a matter of fact", said the boy modestly, "I'm a spaceman."</p> <p>P. "You can't see it from here."</p> <p>Q. 'From another planet.'</p> <p>R. 'I'm a spaceman', he said again.</p> <p>S. John and George stared at the boy.</p> <p>John gasped, George gave a shout of laughter.</p> <p>(A) PSRQ</p> <p>(B) QPSR</p> <p>(C) RQPS</p> <p>(D) SRQP</p>	(D)
103	26-10-2019	191	<p>Rani and Kavitha are working on a project. Rani takes 6 hours to type 32 pages on a computer, while Kavitha takes 5 hours to type 40 pages. How much time will they take, working together on two different computers to type the project report of 110 pages?</p> <p>(A) 7 hours 50 minutes</p> <p>(B) 10 hours</p> <p>(C) 8 hours 15 minutes</p> <p>(D) 6 hours 40 minutes</p>	(C)
103	26-10-2019	192	<p>The thief Bhagu Ram is spotted by the policeman Pakad Singh from a Distance of 200m. Once they see each other they start running. What is the</p>	(A)

			<p>Distance Bhagu Ram who is running at 5 kmph would have covered before being caught by Pakad Singh running at 7 kmph?</p> <p>(A) 0.5 km</p> <p>(B) 1.5 km</p> <p>(C) 2.5 km</p> <p>(D) 2 km</p>	
103	26-10-2019	193	<p>A shopkeeper sells two shirts at the same price; one at a discount of 20% and another at a gain of 20%. Find the overall loss or the gain he earned.</p> <p>(A) 2%</p> <p>(B) 1%</p> <p>(C) 4%</p> <p>(D) None of the options</p>	(C)
103	26-10-2019	194	<p>The average age of 5 sisters is 15 years. The youngest sister is 6 years old. When she was born, the average age of the remaining sisters was N years. What is the average age of the sisters excluding the youngest sister?</p> <p>(A) 17.25 years</p> <p>(B) 15 years</p> <p>(C) 16.5 years</p> <p>(D) 20 years</p>	(A)
103	26-10-2019	195	<p>At a CBSE school, 18% of all students play football and basketball and 32% of all students play football. What is the probability that a student plays basketball given that the student plays football?</p> <p>(A) 56%</p> <p>(B) 50%</p> <p>(C) 45%</p> <p>(D) None of the options</p>	(A)
103	26-10-2019	196	<p>Below are given six three-digit numbers. The digits comprise of numerics and letters. The letter</p>	(D)

			<p>indicates its serial order in the English alphabet. What will be the middle digit of the 4th number when the numbers are arranged in the descending order after interchanging numeric in each number without altering the place of letter in the number?</p> <p>19F, 2H9, 98B, D76, 7A6, 61E</p> <p>(A) 6</p> <p>(B) 7</p> <p>(C) 8</p> <p>(D) None of the options</p>	
103	26-10-2019	197	<p>Showing a photo of a man, Pinki says, "His mother's only daughter is my mother". How is Pinki related to the man in the photo?</p> <p>(A) daughter</p> <p>(B) niece</p> <p>(C) sister</p> <p>(D) aunt</p>	(B)
103	26-10-2019	198	<p>Select the odd one out:-</p> <p>(A) Bokaro</p> <p>(B) Jamshedpur</p> <p>(C) Bhilai</p> <p>(D) Agra</p>	(D)
103	26-10-2019	199	<p>In this series, you will be looking at both the letter pattern and the number pattern. Fill the blanks at the end of series.</p> <p>QAR, RAS, SAT, TAU, _____</p> <p>(A) UAT</p> <p>(B) UAV</p> <p>(C) TAS</p> <p>(D) TAT</p>	(B)
103	26-10-2019	200	<p>Riya traveled from point A to a distance of 10 feet east at point B. She then turned right and</p>	(A)

			<p>walked 3 feet. Again she turned right and walked 14 feet. How far is she from the starting point.</p> <p>(A) 4 feet</p> <p>(B) 5 feet</p> <p>(C) 24 feet</p> <p>(D) 25 feet</p>	
103	26-10-2019	201	<p>Which of the following is an example of data from external sources?</p> <p>(A) Economic growth</p> <p>(B) Unemployment rate</p> <p>(C) Competition data</p> <p>(D) All of the options</p>	(D)
103	26-10-2019	202	<p>Which of the following is not a necessary ingredient in a Chargesheet?</p> <p>(A) Date of misconduct</p> <p>(B) Place of misconduct</p> <p>(C) Name of the inquiry officer</p> <p>(D) Time of occurrence</p>	(C)
103	26-10-2019	203	<p>An organization provides employees benefits in the form of conveyance facilities, housing facilities and educational facilities for children. What kind of benefits is the organization providing to the employees?</p> <p>(A) Incentives</p> <p>(B) Bonus</p> <p>(C) Fringe benefits</p> <p>(D) Security benefits</p>	(C)
103	26-10-2019	204	<p>Transfer relates to _____ which is a _____.</p> <p>i] Mobility</p> <p>ii] Packing</p> <p>iii] Vertical job assignment</p> <p>iv] Horizontal job assignment</p>	(A)

			<p>(A) i and iv</p> <p>(B) i and iii</p> <p>(C) ii and iii</p> <p>(D) ii and iv</p>	
103	26-10-2019	205	<p>The 7 Cs of Communication include all of the following except</p> <p>(A) Conciseness</p> <p>(B) Clarity</p> <p>(C) Courtesy</p> <p>(D) Confidence</p>	(D)
103	26-10-2019	206	<p>The HR Manager of a manufacturing firm was given the task of providing information on market statistics of personnel availability, pay rates etc. What role of an HR executive is the manager performing?</p> <p>(A) The executive</p> <p>(B) The service provider</p> <p>(C) The consultant</p> <p>(D) The facilitator</p>	(B)
103	26-10-2019	207	<p>The extent to which an employee's work meets his professional needs is termed as</p> <p>(A) Quality of work life</p> <p>(B) Quality circles</p> <p>(C) Quality program</p> <p>(D) Quality cycle</p>	(A)
103	26-10-2019	208	<p>According to Gartner (2012), "Big Data" means</p> <p>(A) Highly used data</p> <p>(B) High value data</p> <p>(C) High cost data</p> <p>(D) High volume, High velocity data</p>	(D)

103	26-10-2019	209	<p>HR department maintains a set of proposals and actions that act as reference points for managers in their dealings with employees. What is this called?</p> <p>(A) HR guide</p> <p>(B) HR ethics</p> <p>(C) HR policy</p> <p>(D) Managerial policy</p>	(C)
103	26-10-2019	210	<p>If jobs with same or similar responsibilities are not placed on the same grade & salary scale. What is needed to be done?</p> <p>(A) Job evaluation</p> <p>(B) Job description</p> <p>(C) Job analysis</p> <p>(D) Job specification</p>	(A)
103	26-10-2019	211	<p>Ayush Kumar joined a pharmaceutical firm and there he was given the freedom and discretion in scheduling his work. What is the core dimension according to the job characteristics model that is being followed?</p> <p>(A) Task identity</p> <p>(B) Task significance</p> <p>(C) Autonomy</p> <p>(D) Skill variety</p>	(C)
103	26-10-2019	212	<p>When HR functions are powered by HR analytics, HR managers can play the role of</p> <p>(A) Strategic partner</p> <p>(B) Employee advocate</p> <p>(C) Change champion</p> <p>(D) All of the options</p>	(D)
103	26-10-2019	213	<p>The first step in the process of disciplinary action is</p>	(A)

			<p>(A) Verbal warning</p> <p>(B) Written warning</p> <p>(C) Suspension</p> <p>(D) Pay cut</p>	
103	26-10-2019	214	<p>What is HR Accounting?</p> <p>(A) Knowing the exact number of workers in the organisation</p> <p>(B) Identifying and measuring data related to Human Resources</p> <p>(C) Recording the vital stats of all the employees</p> <p>(D) Collecting data on head counts</p>	(B)
103	26-10-2019	215	<p>Expand BATNA</p> <p>(A) Best Answer To a New Agreement</p> <p>(B) Best Answer To a Negotiated Agreement</p> <p>(C) Best Alternative To a Negotiated Agreement</p> <p>(D) Best Alternative To a New Agreement</p>	(C)
103	26-10-2019	216	<p>What type of interviews are suitable for selecting candidates for high-end technology and high-skill jobs?</p> <p>(A) Unstructured interview</p> <p>(B) Group interview</p> <p>(C) In-depth interview</p> <p>(D) Stress interview</p>	(D)
103	26-10-2019	217	<p>_____ is a methodology to evaluate various elements of HRD.</p> <p>(A) HRD Audit</p> <p>(B) HRD Systems</p> <p>(C) HR Planning</p> <p>(D) HRD Structures</p>	(A)

103	26-10-2019	218	<p>The best method of rewarding the performance of groups is</p> <p>(A) Employee stock plans</p> <p>(B) Annual bonus</p> <p>(C) Gain-sharing</p> <p>(D) Profit-sharing</p>	(C)
103	26-10-2019	219	<p>Neeraj and his team members attended a lab session every week where they discussed their perceptions of each other and their feelings openly. This helped them resolve many interpersonal problems which eventually improved the team performance. The lab is part of</p> <p>(A) Transactional analysis</p> <p>(B) Sensitivity training</p> <p>(C) In-basket exercise</p> <p>(D) Role play</p>	(B)
103	26-10-2019	220	<p>Which of the following cannot be used as a recruitment metrics?</p> <p>(A) Recruiting cost ratio</p> <p>(B) Training transfer ratio</p> <p>(C) Time to hire ratio</p> <p>(D) New hire performance ratio</p>	(B)
103	26-10-2019	221	<p>Quantitative HR data are gathered through</p> <p>(A) Experimental trial method</p> <p>(B) Collection of data from survey reports</p> <p>(C) Collection of data from databases</p> <p>(D) All of the options</p>	(D)
103	26-10-2019	222	<p>The transfer of knowledge and its application to actual work is the most effective in</p> <p>(A) Case exercises</p> <p>(B) Vestibule training</p>	(D)

			(C) Classroom lectures (D) Job instruction training	
103	26-10-2019	223	Which of the following activities constitute HRM? a] Human Resource Planning b] Recruitment and Selection c] Job Design d] Campus Design (A) Both Human Resource Planning & Recruitment and Selection (B) Both Human Resource Planning and Campus Design (C) Human Resource Planning, Recruitment and Selection & Job Design (D) Human Resource Planning, Recruitment and Selection, Job Design & Campus Design	(C)
103	26-10-2019	224	During the 1930s and 1940s, studies conducted on employee productivity forced organizations to shift their attention from scientific management approach to human relations approach. What are these studies known as? (A) Cyclic studies (B) Hawthorne studies (C) Motivational studies (D) Employee behavior studies	(B)
103	26-10-2019	225	Working conditions, organizational policies, interpersonal relations, all these come under which factors of job satisfaction as proposed by Herzberg? (A) Motivators (B) Organizers (C) Providers (D) Hygiene factors	(D)
103	26-10-2019	226	Define Employee Turnover ratio, during a time period (in %)	(B)

			<p>(A) No. of new joinees/ Average no. of employees</p> <p>(B) No. of separations/ Average no. of employees</p> <p>(C) No. of separations/ Turnover of company</p> <p>(D) Turnover of company/ Average no. of employees</p>	
103	26-10-2019	227	<p>Which of the following is not a focus of Wage and Salary programme?</p> <p>(A) Conducting easy performance appraisals</p> <p>(B) Establishing individual training requirements</p> <p>(C) Improvising performance of workers</p> <p>(D) Controlling pay costs</p>	(A)
103	26-10-2019	228	<p>A new employee is being introduced to the organization, its business, organizational culture, its values and beliefs and his job. What is this procedure termed as?</p> <p>(A) Selection</p> <p>(B) Placement</p> <p>(C) Induction</p> <p>(D) Recruitment</p>	(C)
103	26-10-2019	229	<p>A job analysis where the job analyst conducts background research, interviews job incumbents and supervisors and prepares a detailed document is</p> <p>(A) Position analysis questionnaire</p> <p>(B) Functional job analysis</p> <p>(C) Diary method</p> <p>(D) Technical conference method</p>	(B)
103	26-10-2019	230	<p>A Balanced score card measures which of the following</p> <p>(A) performance data</p> <p>(B) company attrition</p>	(A)

			(C) training need analysis (D) absenteeism	
103	26-10-2019	231	The last stage in a grievance redressal procedure is handled by the (A) Union (B) Voluntary arbitrator (C) HR department (D) Grievance committee	(B)
103	26-10-2019	232	Suryan believes that all those from Angels' are very arrogant and complacent. This is reflected in his performance appraisal of Preethi, who is from Angels'. This is an example of (A) Halo effect (B) Perceptual set (C) Stereotyping (D) Stringency effect	(C)
103	26-10-2019	233	What is Quarter moon lighting? (A) Difficulty in time keeping (B) Part time job during off hours (C) Flexi time in one quarter of year (D) Flexi timing	(B)
103	26-10-2019	234	What is an organized group of employees who come together to strengthen their bargaining position called as? (A) External union (B) Trade union (C) Welfare committee (D) Shop Council	(B)
103	26-10-2019	235	What are the tests that are used to assess the employee attitudes and personality?	(B)

			<p>(A) Socio-metric tests</p> <p>(B) Psychometric tests</p> <p>(C) Application tests</p> <p>(D) Aptitude tests</p>	
103	26-10-2019	236	<p>Works Committee and Joint Councils are examples of</p> <p>(A) Exploitative authoritative style</p> <p>(B) Benevolent authoritative style</p> <p>(C) Consultative management style</p> <p>(D) Participative style</p>	(D)
103	26-10-2019	237	<p>Which of the following is not a barrier to effective listening?</p> <p>(A) emotional interference</p> <p>(B) hearing only facts</p> <p>(C) seeking clarification</p> <p>(D) halo effect</p>	(C)
103	26-10-2019	238	<p>The tendency of the appraiser to rate most of the appraisees as medium performers (neither very high nor low) is due to</p> <p>(A) Leniency effect</p> <p>(B) Stringency effect</p> <p>(C) Median effect</p> <p>(D) Central tendency effect</p>	(D)
103	26-10-2019	239	<p>TQM believes that quality reduces cost through reduced wastage, greater productivity and _____.</p> <p>(A) Reduced income</p> <p>(B) Conformance to standards</p> <p>(C) Increased turnover</p> <p>(D) Clear responsibility accounting</p>	(C)

103	26-10-2019	240	<p>Which of the following phases involves generating confidence in the employee to open up and frankly share their perceptions, feeling etc.?</p> <p>(A) Rapport building</p> <p>(B) Appraisal Discussion</p> <p>(C) Action Planning</p> <p>(D) Exploration</p>	(A)
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