

GUJARAT TECHNOLOGICAL UNIVERSITY
ASSISTANT PROFESSOR (ASSISTANT PROFESSOR (MANAGEMENT) - (RTMM)
EXAM DATE : 26/02/2024
PROVISIONAL ANSWER KEY

- 001 In the sentence given below, fill in the blanks with the set of words which best fits the meaning of the sentence as a whole. _____ about prolonged power cuts in the urban areas, the authorities have decided to _____ over to more reliable and ecofriendly systems to run its pumps.
(A) Worried, shift
(B) Frantic, move
(C) Troubled, jump
(D) Concerned, switch
- 002 Choose the word / group of words which is most similar in meaning to the word given below:-
'FOSTERING'
(A) neglecting
(B) sidelining
(C) nurturing
(D) ignoring
- 003 Choose the word which is most opposite in meaning to the word given below:-
'CUMBERSOME'
(A) handy
(B) breathtaking
(C) awkward
(D) difficult
- 004 Which of the phrases given below should replace the phrases underlined in the following sentence, to make sentence grammatically correct. If the sentence is correct as it is and no correction required choose option-D. "As the time were hard for all, the country was generally making progress,"
(A) Since the times were
(B) Because the time was
(C) Though the times were hard
(D) No correction required
- 005 One of the words given in options may be wrongly spelt. Please identify it. If all four words are correctly spelt, mark 'B' as the answer
(A) Defamation
(B) None
(C) Solitude
(D) Exhorbitant
- 006 The position of how many letters in the word "WONDERFUL" will remain unchanged when the letters within the word are arrange alphabetically?
(A) None
(B) One
(C) Two
(D) Three
- 007 Select the correct sentence
(A) It is less than this.
(B) It is more less than this.
(C) It is lesser than this.
(D) It is as less as this.

- 008 Fill in the blank with appropriate option given. “_____ does he sing song when they praise”
(A) No sooner
(B) As soon as
(C) **Hardly**
(D) While
- 009 Fill in the blank
“Teacher asked students _____”
(A) to not do noise
(B) if they do homework
(C) that they do home work
(D) **if they did home work**
- 010 In this group of words, only one word is correctly spelt. Select the one with the correct spelling.
(A) Dessonance
(B) **Dissonance**
(C) Dessonance
(D) Disonance
- 011 What is the speed of light in air?
(A) **3,00,000 Km / second**
(B) 1,80,000 Km / second
(C) 2,25,000 Km / second
(D) 50,000 Km / second
- 012 What is the most basic unit of element?
(A) Compound
(B) Nuclear
(C) **Atom**
(D) Mixture
- 013 Packets of the potato chips are usually flushed with which one of the following gases to prevent rancidity?
(A) Carbon dioxide
(B) Hydrogen
(C) **Nitrogen**
(D) Oxygen
- 014 Which one among the following is not a luminous object?
(A) Sun
(B) Proxima Centauri
(C) **Jupiter**
(D) Alpha Centauri
- 015 Which one among the following is not a renewable energy source?
(A) Solar
(B) Wind
(C) **Nuclear**
(D) Hydroelectric
- 016 The speed of wind is measured by
(A) Wind vane
(B) Wind rose
(C) Barometer
(D) **Anemometer**

- 017 According to early Indian philosophers, what are the basic elements described in “Panch Tatva”
- (A) Earth, fire, sky, gas and water
 - (B) Air, earth, fire, sky and water
 - (C) Gas, land, fire, sky and water
 - (D) Air, earth, fire, land and water
- 018 Which gas is commonly used for extinguishing fire?
- (A) Ethane
 - (B) Carbon dioxide
 - (C) Oxygen
 - (D) Hydrogen
- 019 The ozone layer restricts _____
- (A) Infrared radiation
 - (B) Green radiation
 - (C) Ultraviolet radiation
 - (D) None of these
- 020 A molecule in plants comparable to haemoglobin in animal is _____
- (A) Carotene
 - (B) Chlorophyll
 - (C) Cellulose
 - (D) Cytochrome
- 021 Which kind of memory does a microprocessor possess?
- (A) Volatile
 - (B) Non volatile
 - (C) Both
 - (D) None
- 022 What is a computer network within an organisation called ?
- (A) Extranet
 - (B) Internet
 - (C) Intranet
 - (D) Petronet
- 023 Which one is example of volatile memory?
- (A) PROM
 - (B) RAM
 - (C) EPROM
 - (D) ROM
- 024 Microsoft Word uses which font by default?
- (A) Courier
 - (B) Arial
 - (C) Calibri
 - (D) Times
- 025 Which tool is used to compress big file into small.
- (A) Windata
 - (B) Winzip
 - (C) Winspread
 - (D) None

- 026 What is called - “a set of instruction that a computer follows in order to perform a particular task.”
(A) Computer
(B) CPU
(C) Program
(D) Hardware
- 027 If “MS Word: writer” then what is “MS PowerPoint: _____”
(A) calc
(B) impress
(C) base
(D) draw
- 028 Which is not the cloud computing model?
(A) Paas
(B) Laas
(C) Baas
(D) Saas
- 029 ECG is example of which computer?
(A) Analog
(B) Digital
(C) Hybrid
(D) None
- 030 "An easy to remember name that's associated with a physical IP address on the internet" is called _____
(A) Protocol name
(B) Hyperlink name
(C) Server name
(D) Domain name
- 031 Which is identification sign of ‘LINUX’ operating system?
(A) Flamingo
(B) Kangaroo
(C) Penguin
(D) Eagle
- 032 Which is useful to create, read, update and delete data in database?
(A) DDL
(B) DML
(C) DQL
(D) DOS
- 033 A Web browser feature used to save a website's URL address for future reference.
(A) Ping
(B) Flash
(C) Blog
(D) Bookmark
- 034 Which computer language can perform the functions of DDL, DML and DQL
(A) XML
(B) SQL
(C) JAVA
(D) C++

- 035 Find out which is correct
(A) KB>MB>GB>TB>PB
(B) KB<MB<GB<TB<PB
(C) KB<MB<PB<TB<GB
(D) KB<MB<GB<PB<TB
- 036 If one desires to see form 7/12 of land record online which website one should visit?
(A) edhara.gov.in
(B) anylandrecord.gov.in
(C) anyror.gujarat.gov.in
(D) anyedharagujarat.gov.in
- 037 What does the second "C" indicate in an online railway reservation agency website IRCTC"?
(A) Coach
(B) Confirmation
(C) Corporation
(D) Count
- 038 Please arrange the following according to their digits in number from more to less.
(a) PIN (b) AADHAR (c) MOBILE (d) ISD Code
(A) a, b, c, d
(B) c, b, a, d
(C) b, a, c, d
(D) b, c, a, d
- 039 How many maximum possible letter one email address can contain?
(A) 32
(B) 64
(C) 128
(D) 255
- 040 What can be format when language is Gujarati and font 'shruti'?
(A) ASCII
(B) unicode
(C) ISCII
(D) uninot
- 041 Which of the following not developed by National Payment Corporation of India
(A) UPI
(B) UMANG
(C) BHIM
(D) RuPay
- 042 When was financial emergency declared in India?
(A) 1991
(B) 1975
(C) 1962
(D) Never
- 043 Which among the following is not a power of RBI ?
(A) Inspection of Bank
(B) Nationalization of Banks
(C) Call of returns
(D) Control the lending policies of the bank
- 044 How many Districts, Talukas and villages are in Gujarat?
(A) 33, 212, 15521
(B) 26, 192, 18025
(C) 33, 252, 18225
(D) None of these

- 045 Find out the incorrect pair of places in Gujarat and for which they are famous.
- (A) Dhordo - Rannotsav
 (B) Jetpur - Botanical garden
 (C) Pij - First TV broadcast centre
 (D) Morbi - Ceramic industry
- 046 Arrange the pairs correctly for rivers and place/city on their banks.
- | <u>River</u> | <u>Place</u> |
|--------------|--------------|
| 1. Tapi | a. Valsad |
| 2. Gomti | b. Shamlaji |
| 3. Auranga | c. Mandvi |
| 4. Meshvo | d. Dwarka |
- (A) 1 – a, 2 – b, 3 – c, 4 – d
 (B) 1 – c, 2 – d, 3 – b, 4 – a
 (C) 1 – a, 2 – d, 3 – c, 4 – b
 (D) 1 – c, 2 – d, 3 – a, 4 – b
- 047 Which among the following is correct about coral reefs?
- a. It is significant part of ecosystem
 b. It acts like sanctuary to marine life
 c. It protects coastline from erosion
- (A) a and b only
 (B) a and c only
 (C) c and d only
 (D) a, b and c
- 048 “Kavaratti” is capital of _____
- (A) Andaman Nicobar
 (B) Daman & Div
 (C) Lakshadweep
 (D) Goa
- 049 Identify which is not correct option in which Gujarat is largest producer.
- (A) Tobacco
 (B) Cotton
 (C) Bajra
 (D) Cumin
- 050 Recently in J&K region resources of which mineral reserves were found?
- (A) Uranium
 (B) Limestone
 (C) Manganese
 (D) Lithium
- 051 Pairs showings article and contents are mentioned below. Which pairs are not correct?
1. Arti-15 – Equality before law.
 2. Arti-18 – Abolition of titles
 3. Arti-21 – Right to education
 4. Arti-25 – Freedom to manage religious affairs.
- (A) 1 and 2
 (B) 1 and 3
 (C) 1 and 4
 (D) 1, 3 and 4

- 052 Evaluate the statements:
1. Application of directive principles of state policy shall be enforceable by any court.
 2. It is not necessary for the state to apply these principles in making laws.
- (A) Only one is correct
 (B) Only two is correct
 (C) Both 1 and 2 are not correct
 (D) Both 1 and 2 are correct
- 053 Evaluate the statements.
1. Under article 53, the executive power of the union shall be vested in the President.
 2. Under article 153, the executive power of the state shall be vested in the Governor.
- (A) Only 1 is correct
 (B) Only 2 is correct
 (C) Both 1 and 2 are correct
 (D) Both 1 and 2 are not correct
- 054
1. Establishment and constitution of the supreme court, are governed by article 123
 2. Under article 129, supreme court is a court of records
- (A) Only 1 is correct
 (B) Only 2 is correct
 (C) Both 1 and 2 are correct
 (D) Both 1 and 2 are not correct
- 055 Arrange article and contents
- | <u>Article</u> | <u>Content</u> |
|----------------|---|
| a. 148 | 1. Audit reports |
| b. 149 | 2. Comptroller and Auditor General of India (CAG) |
| c. 150 | 3. Duties and Powers of CAG |
| d. 151 | 4. Forms of accounts of Union |
- (A) a – 2, b – 3, c – 4, d - 1
 (B) a – 3, b – 4, c – 1, d - 2
 (C) a – 4, b – 1, c – 2, d - 3
 (D) a – 1, b – 2, c – 3, d - 4
- 056 The Right to Information act is called as “The Right to Information Act _____
- (A) 2004
 (B) 2005
 (C) 2006
 (D) 2007
- 057 Rights of Information and obligation of public authorities, are mentioned under _____ section of RTI Act.
- (A) 8
 (B) 6
 (C) 4
 (D) 2
- 058 The provision for, exemption from disclosure of information is mentioned under which provision of RTI Act?
- (A) 8
 (B) 9
 (C) 10
 (D) 11

- 059 Section 11 of RTI Act, provides for:-
(A) Severability
(B) Third party information
(C) Constitution of central information commission
(D) Constitution of state information commission
- 060 The provision for appeal under RTI act is made under _____ section.
(A) 22
(B) 21
(C) 20
(D) 19
- 061 Which country is set to export 10,000 MW of power to India in next 10 years, solidifying long term energy partnership.
(A) Nepal
(B) Bhutan
(C) Bangladesh
(D) Sri Lanka
- 062 Which Indian state has become the first to map all accident prone sites, using the Mappls app for road safety?
(A) Maharashtra
(B) Punjab
(C) Karnataka
(D) Tamil Nadu
- 063 Which company won the CII national award for excellence in water management recently?
(A) Bajaj Auto
(B) TVS Motor Co.
(C) Yamaha Motor Co.
(D) Hero MotoCorp.
- 064 In which Indian state was a 10th century inscription found, written in both Kanada and Sanskrit?
(A) Kerala
(B) Tamil Nadu
(C) Goa
(D) Karnataka
- 065 Who has been honoured with the 2023, Kuvempu Rashtriya Award?
(A) Jhumpa Lahiri
(B) Shrishendu Mukhopadhyay
(C) Arundhati Roy
(D) Chetan Bhagat
- 066 What is the name of the comprehensive scheme launched under the ministry of Earth Science?
(A) Earth Quest
(B) Prithvi
(C) Science Vision
(D) Geo Explorer
- 067 Which Indian state has launched the nation's first ever report and meeting management portal?
(A) Karnataka
(B) Maharashtra
(C) Tamil Nadu
(D) Himachal Pradesh

- 068 What government department is responsible for launching the PRERANA Programme?
(A) Ministry of Education
(B) Ministry of Finance
(C) Ministry of Health and Family Welfare
(D) Ministry of Child & Woman Development
- 069 In which Indian state is Adidas establishing it's first and only Global capacity Centre (GCC) in Asia outside China ?
(A) Maharashtra
(B) Karnataka
(C) Tamil Nadu
(D) Gujarat
- 070 On which date is "World Braille Day" is observed?
(A) January - 3
(B) January - 4
(C) January - 5
(D) January - 6
- 071 Evaluate the statements:-
1. The council of Industry academia collaboration was by govt. resolution in 2017.
2. This programme will help in personal and professional life.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct.
- 072 From the following which is not correct statement for knowledge consortium of Gujarat.
(A) It is a platform to share knowledge
(B) Capacity building of students
(C) Connect education institutes, knowledge network
(D) Implement new education policy.
- 073 From the following articles of Indian Constitution, which is not connected with education?
(A) Article - 14
(B) Article - 15
(C) Article - 21A
(D) Article - 28
- 074 From the following, which organisations are connected with education?
1. CBSE
2. CTSA
3. NVS
4. NCTE
(A) 1, 2 and 3
(B) 2, 3 and 4
(C) 1, 2 and 4
(D) 1, 2, 3 and 4

- 075 From the following, which are apex level bodies
1. AICTE
 2. COA
 3. ICHR
 4. ICSSR
- (A) 1, 2, 3 and 4
(B) 1, 2 and 3
(C) 1, 2 and 4
(D) 1, 3 and 4
- 076 The pairs showing, Boards of Apprenticeship Training and its location, are mentioned below. Which pair is not correct?
- (A) BOAT - Mumbai
(B) BOAT - Chennai
(C) BOAT - Kolkata
(D) BOAT - New Delhi
- 077 Indian Institute of Technology (IIT) is not situated at:-
- (A) Gandhinagar
(B) Guwahati
(C) Indore
(D) Pune
- 078 Pairs showing NIT's and locations, are as under, which are correct pairs?
1. NIT- Agartala
 2. Motilal Nehru NIT, Allahabad
 3. NIT Durgapur
- (A) 1 and 2
(B) 2 and 3
(C) 1 and 3
(D) 1, 2 and 3
- 079 1. The main aim of Regional Engineering college, was to create skilled man power for Engineering and Technology organization.
2. At present there are 40 NIT's.
- (A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct
- 080 1. The Indian Institute of Management Act was passed in 2017.
2. The objects of institutes are mentioned in section 6 of the Indian Institute of Management Act.
- (A) Both 1 and 2 are not correct
(B) Both 1 and 2 are correct
(C) Only 1 is correct
(D) Only 2 is correct.
- 081 1. IIM Calcutta was established in 1961.
2. First Indian Institute of Technology was established is 1950. Evaluate the statements.
- (A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct

- 082 1. There is one Indian Institute of Science IISc in Bangalore
2. There are 7 institute of science Education and Research in the nation in the year 2022.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are not correct
(D) Both 1 and 2 are correct
- 083 1. The first National Institute of Technical Teachers training and Research, was established in 1975 at Jaipur.
2. The Govt. of India, accorded them national status in 2005
(A) Only 1 is correct
(B) Only 2 is Correct
(C) Both 1 and 2 are not correct
(D) Both 1 and 2 are correct
- 084 1. University Grants Commission came into existence on 28th December 1953
2. UGC became statutory body in 1956
(A) Both 1 and 2 are correct
(B) Both 1 and 2 are not correct
(C) Only 1 is correct
(D) Only 2 is correct
- 085 1. National higher education qualifications frame work is an initiative of UGC.
2. In UGC there are 3 members and a chairman.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are not correct
(D) Both 1 and 2 are correct
- 086 1. All India council for teachers' education was set up in 1945.
2. All India council for technical education was established for promotion of quality in technical education and for better planning and coordination in technical education system.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct
- 087 1. Pharmacy council of India was constituted on 9-8-1949.
2. It aims at regulating pharmacy education, profession and practice in pharmacy.
(A) Both 1 and 2 are Correct
(B) Only 1 is correct
(C) Only 2 is correct
(D) Both 1 and 2 are not correct.
- 088 1. Bar council of India, is a constitutional body.
2. It was established under the Advocates Act 1961.
(A) Both 1 and 2 are not correct
(B) Both 1 and 2 are correct
(C) Only 2 is correct
(D) Only 1 is correct
- 089 1. The Indian Nursing Council was registered under the Indian Nursing Council Act 1947
2. Council aims for uniform standard of training for nurses midwives and health visitors.
(A) Both 1 and 2 are not correct
(B) Only 1 is correct
(C) Only 2 is correct
(D) Both 1 and 2 are correct

- 090 1. Medical Commission Act 2019 came into force on 25-9-2020.
2. The goal of the commission is to improve access to the quality and affordable medical education.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct
- 091 1. Dental Council of India is constitutional body.
2. Dental Council of India is formed as per section 3 of the act.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct
- 092 1. Veterinary Council of India receives 100% grant in aid form government.
2. It is working under Department of Animal Husbandry and Dairying.
(A) Both 1 and 2 are not correct
(B) Both 1 and 2 are correct
(C) Only 1 is correct
(D) Only 2 is correct
- 093 1. Rashtriya Uchchatar Shiksha Abhiyan (RUSA) was launched in 2015
2. It provides strategic funding to state Institute
3. It ensures reform in affiliation academic and exam system.
(A) 1 and 2 are correct
(B) 1 and 3 are correct
(C) 2 and 3 are correct
(D) 1, 2 and 3 are correct
- 094 (1) National education policy of 1986 was modified in 1992.
(2) New education policy was introduced is 2020, for massive transformation
(A) Both 1 and 2 are correct
(B) Both 1 and 2 are not correct
(C) Only 1 is correct
(D) Only 2 is correct
- 095 (1) Higher Education Financing Agency (HEFA) provides finance for educational infrastructure and R & D.
(2) It is Joint venture of ICICI Bank, SBI and Ministry of Education
(A) Both 1 and 2 are correct
(B) Both 1 and 2 are not correct
(C) Only 2 is correct
(D) Only 1 is correct
- 096 (1) HEFA is not for profit organization.
(2) HEFA accepts CSR fund.
(3) It helps premier institutions and institutions under IMPRINT, UAY, FAST etc.
(A) 1 and 2 are correct
(B) 2 and 3 are correct
(C) 1 and 3 are correct
(D) 1, 2 and 3 are correct

- 097 1) National Board of Accreditation (NBA) was established in 1994.
2) Accreditation is a process of quality assurance and improvement for professional courses.
3) NIRF was developed in 2015.
(A) 1 and 2 are correct
(B) 2 and 3 are correct
(C) 1 and 3 are correct
(D) 1, 2 and 3 are connect
- 098 (1) The first edition of Indian Ranking was released in 2016.
(2) Ranking has 8 categories.
(3) Last ranking was released in December 2022.
(A) 1 and 2 are not correct
(B) 2 and 3 are not correct
(C) 1 and 3 are not Correct
(D) 1, 2 and 3 all are correct
- 099 (1) Gujarat Technology University was established by Act of 2007.
(2) It is accredited with A+ grade by NAAC
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct
- 100 (1) GTU has 486 affiliated colleges
(2) Excellence with value-based education, responsiveness to society, mutual respect are same of core values of GTU.
(A) Only 1 is correct
(B) Only 2 is correct
(C) Both 1 and 2 are correct
(D) Both 1 and 2 are not correct
- 101 What is the major attribute of correlation analysis
(A) Difference among variables
(B) Association among variables
(C) Regression among variables
(D) Variations among variables
- 102 What is the name of the conceptual framework in which the research is carried out?
(A) Research hypothesis
(B) Synopsis Research
(C) Research paradigm
(D) Research design
- 103 Which of the following features are considered as critical qualitative research &
(A) Collecting data with the help of standardized research tools
(B) Design sampling with probability sample techniques.
(C) Collecting data with bottom-up empirical evidence
(D) Gathering data with top-down schematic evidence
- 104 In order to purse the research, which of the following is priorly required
(A) Developing a research design
(B) Formulating a research question
(C) Deciding about the data analysis procedure
(D) Formulating a research hypothesis

- 105 Which of the following is not a common type of quantitative research design?
(A) Correlational
(B) Experimental
(C) Case study
(D) Quasi-experimental
- 106 Which of the following is not a key characteristics of quantitative research
(A) objective
(B) systematic
(C) subjective
(D) structured
- 107 Which of the following is not a method of quantitative research
(A) Grounded theory research
(B) Correlational research
(C) Quasi-experimental research
(D) Experimental research
- 108 Which of the following is not a type of non-probability sampling
(A) Snowball sampling
(B) Stratified random sampling
(C) Quota sampling
(D) Convenience sampling
- 109 When conducting a survey in quantitative research what is the typical format of the questions?
(A) Open-ended Questions
(B) Unstructured Questions
(C) Yes-or-No-Questions
(D) Close-ended Questions
- 110 A research problem is feasible only when
(A) It is researchable
(B) It is new and adds something to knowledge
(C) It has utility and relevance
(D) All of these
- 111 Hypothesis can not be stated in
(A) General terms
(B) Declaration terms
(C) Null and Questions terms
(D) Directional terms
- 112 _____ prevent a researchers from blind search and intellectual wandering
(A) Data
(B) Sample
(C) Research Tools
(D) Research Design
- 113 Research design that needs to collect factual information on a continuing basis is classified as
(A) Longitudinal study design
(B) Pre and post study design
(C) Cross-sectional Study design
(D) Double-control study design

- 114 The qualitative research design involves
(A) Cohort design
(B) Experimental design
(C) Emergent design
(D) Correlative design
- 115 Research design strategy encompasses all of the components below except:
(A) Data collection design
(B) Sampling design
(C) Instrument development
(D) Data analysis
- 116 What is the difference between a quantitative and qualitative research design?
(A) The type of data collected
(B) The methods used for data collection
(C) The methods used for data analysis
(D) All of the above
- 117 Probability sampling is rarely used in qualitative research because
(A) Qualitative researchers are not trained in statistics
(B) It is very old-fashioned
(C) It is often not feasible
(D) Research questions are more important than sampling
- 118 Which of the following factors should be considered when evaluating the validity of a research study?
(A) The credibility of the researcher
(B) The significance of the research findings
(C) The internal consistency of the data and external applicability of the findings
(D) All of the above
- 119 The best graphical way to present data related to different levels of certain Variable is
(A) Pictogram
(B) Pie chart
(C) Histogram
(D) Frequency polygon
- 120 When a research study is conducted to know about an unknown areas and collect information. It is known as
(A) Pilot study
(B) Feasibility study
(C) Explanatory research
(D) Exploratory research
- 121 Which of the following is not a type of research report
(A) Thesis / Dissertation
(B) Research paper
(C) Text-book of subject
(D) Conference / Seminar research paper
- 122 The objective of citation style manuals is
(A) Attribution of own intellectual work
(B) Attribution of other's intellectual work
(C) Attribution of corporate intellectual outcomes
(D) All of these

- 123 International standard Book Number (ISBN) is a _____ digit unique numeric commercial machine-readable identification number meant for monograph publications
(A) Eight
(B) Ten
(C) Eleven
(D) Thirteen
- 124 Who is responsible for assessing ISBN in India?
(A) National Library, Kolkata
(B) Imperial library, Kolkata
(C) Raja Ram Mohan Roy Foundation, Kolkata
(D) National Book Trust, New Delhi
- 125 What does ethics impose on research?
(A) To have in its center the satisfaction of the target group
(B) Obtain a considerable profit
(C) Frequent appearances on social media
(D) To have in its center the achievement of the objectives
- 126 Scientific development research is applied based on the obtained results in the research
(A) Interdisciplinary research
(B) Applicative research
(C) Individual research
(D) Fundamental research
- 127 Which of the following is a type of research grouped according to the researcher's criteria?
(A) Fundamental research
(B) Self funded research
(C) Short - term research
(D) Individual research
- 128 In research, what exactly should we estimate?
(A) Research objective
(B) Research costs
(C) The partners we will collaborate with
(D) None of the above
- 129 Free will is a category
(A) of ethics
(B) of sports law
(C) of commercial law
(D) of political law
- 130 Which among the following is not a kind of a plagiarism?
(A) Patch writing
(B) Untainted Plagiarism
(C) Indirect Plagiarism
(D) Direct Plagiarism
- 131 Which combination is incorrect
(A) F.W. Taylor - Scientific Management
(B) Elton Mayo - Hawthorne Experiments
(C) Douglas McGregor - Expectancy Theory
(D) Frederick Herzberg – motivation – Hygiene Theory
- 132 _____ is NOT one of the eight steps in the decision making process.
(A) Analyzing alternative solutions.
(B) Identifying the problem.
(C) Delegating the decision making.
(D) Implementing the decision & reviewing the same.

- 133 Which of the following common difficulties are faced in making decisions and implementing them?
- (i) Non-actionable information.
 - (ii) Non-Supportive environment
 - (iii) Easy acceptance by subordinates
 - (iv) Ineffective communication
- (A) (i) and (ii) only
(B) (ii) (iii) and (iv) only
(C) (i) and (iv) only
(D) (i) (ii) and (iv) only
- 134 What is it called when the Management functions are placed into it's logical sequence
- (A) Management system
(B) Management Principle
(C) Management Process
(D) Management thought
- 135 Which of the following is NOT an element of the management process?
- (A) Leading
(B) Pricing
(C) Planning
(D) Organising
- 136 Getting work done with a minimum effort, expense or waste, is the definition of _____
- (A) Efficiency
(B) Effectiveness
(C) Management
(D) Leadership
- 137 Which of the for following is an example of external coordination?
- (A) Communication between departmental team members
(B) Communication within inter-department team members
(C) Review - Feedback by the Top management
(D) Interaction with suppliers and customers
- 138 Efficiency is a measure of :
- (A) How hard an employee works.
(B) How effectively a manager supervises his staff.
(C) How profitable a business is.
(D) How productively resources are used to achieve goals.
- 139 Employees at the bottom of the hierarchy of an organisation are, generally assigned _____
- (A) repetitive and routine tasks
(B) tasks that call for innovative thinking
(C) tasks that involve research
(D) exceptionally difficult tasks
- 140 Forces affecting organisational behaviour are _____
- (A) People
(B) Environment
(C) Technology
(D) All of the above
- 141 _____ refers to number of subordinates a superior can manage effectively.
- (A) unity of direction
(B) Span of Control
(C) Unity of control
(D) Order

- 142 Thematic Apperception Test (TAT) of measuring personality is a _____
(A) Subjective technique
(B) Objective technique
(C) Projective technique
(D) Experimental technique
- 143 Beliefs, attitudes, traditions and expectations which are shared by group members is called
(A) Group norms
(B) Group communication
(C) Group Cohesiveness
(D) Group Structure
- 144 Affective component is related to
(A) Thinking and Evaluation
(B) Feelings and Emotions
(C) Intention to behave in a certain way
(D) Logical analysis
- 145 When you get fired from your job and you determine it is because your boss dis likes you, you are most likely exhibiting _____
(A) Self-promotion
(B) Fundamental attribution error
(C) Over-attribution.
(D) Self-serving bias
- 146 Which value do we exhibit when we quietly solve problems without losing our temper?
(A) Patience
(B) Compassion
(C) Courtesy
(D) Honesty
- 147 The leadership style, in which the leader encourages and motivates his / her Subordinates to work beyond their capabilities and expectations, is called,
(A) non-interference leadership
(B) directive leadership
(C) transformational leadership
(D) operational leadership
- 148 Which of the following method is based on learning-by-doing theory?
(A) Lecture cum discussion method.
(B) Problem solving method.
(C) Inductive and Deductive method.
(D) Analytical synthesis Method.
- 149 Which of the qualities of a good paragraph includes the following property “A good paragraph never contains more than one main topic or theme”?
(A) order
(B) variety
(C) unity
(D) simple and clear
- 150 In organisations, people who act as catalysts and assume the responsibility for managing the change process are called _____.
(A) change masters.
(B) change agents.
(C) operations managers.
(D) charismatic leaders.

- 151 The first thing that has to be done when resolving a conflict with someone is to
(A) Assertively but diplomatically State your perspective.
(B) Brainstorm possible solutions to the problem.
(C) Put the blame on some third unrelated person.
(D) Listen to the other person's perspective.
- 152 The various organisational routines and processes that determine how efficiently and effectively the organisation transforms its inputs into outputs are called
(A) core competencies
(B) strengths
(C) Capabilities
(D) Customer value
- 153 What is the starting point of Strategic intent?
(A) Goal
(B) Objective
(C) Vision
(D) Mission
- 154 Divestment is what kind of strategy?
(A) An asset - reduction strategy
(B) A weakness - reduction Strategy
(C) A product - reduction strategy
(D) A cost - reduction strategy
- 155 A (n) _____ industry is one that is characterised by a large number of firms of approximately equal size
(A) Fragmented
(B) Mature
(C) Declining
(D) Emerging
- 156 In the beverage industry, soda, fruit juice and sports drinks are _____ competitors of bottled water.
(A) Direct
(B) Infrequent
(C) Indirect
(D) Occasional
- 157 What is the Key outcome from PESTEL analysis?
(A) Five Forces
(B) Identification of the drivers for change
(C) Critical success factors.
(D) Possible Scenarios.
- 158 What is the key benefit of identifying the organisation's SBUs?
(A) It helps in the development of business-level strategies.
(B) It makes financial control easier.
(C) It prevents a focus solely on market-based criteria.
(D) It decreases the complexity of the organisation's structures.
- 159 Most companies begin the process of establishing organisational ethics programs by developing _____
(A) Ethics training programs
(B) Codes of conduct
(C) Ethics enforcement mechanisms
(D) Hidden agendas

- 160 Successful global initiatives addressing standards for business must begin and end with
(A) the role of corporate governance and shareholder power in corporate decision making.
(B) social activism.
(C) the implementation of standardised ethics programs.
(D) the consolidation of economic & environmental efforts.
- 161 The first step in auditing process should be to secure the commitment of
(A) employees.
(B) top executives and directors.
(C) stakeholders.
(D) customers.
- 162 An organisation's obligation to act to protect and improve society's welfare as well as it's own interests is referred to as
(A) Business Ethics.
(B) Corporate obligation.
(C) Organisational social responsiveness.
(D) Organisations social responsibility.
- 163 Core values of an organisation define the organisation's
(A) Capabilities
(B) Expenditure on community development
(C) Identity and Culture
(D) Profitability
- 164 _____ refers to the extent to which people are committed to work and involved in their activities.
(A) Job specification
(B) Group dynamics
(C) Job description
(D) Work Ethics
- 165 People, Planet and Profit are 3P's associated with
(A) sustainability accounting
(B) green marketing
(C) global competition
(D) environmental factors affecting business
- 166 What is the primary consideration in facility location?
(A) Cost
(B) Speed
(C) Innovation
(D) Quality
- 167 Which factor is critical in facility location for a manufacturing unit?
(A) Proximity to suppliers.
(B) Proximity to Customers.
(C) Proximity to Competitors.
(D) Proximity to transportation firms.
- 168 In layout planning, what does a process layout focus on?
(A) Production Specialisation
(B) Equipment specialisation
(C) Workstation Specialisation
(D) Batch production

- 169 Which tool is used for short-term scheduling in production planning?
(A) Gantt chart
(B) PERT chart
(C) Kanban System
(D) CPM
- 170 What is the main goal of production Planning?
(A) Minimize costs
(B) Maximise profits
(C) Meet demand efficiently
(D) Optimize resource utilisation
- 171 What is the purpose of Production Process Analysis?
(A) Improve efficiency
(B) Increase costs
(C) Enhance creativity
(D) Boost marketing efforts
- 172 Which method is used for analysing the efficiency of a production process?
(A) Time and Motion Study
(B) Inventory Control
(C) Queuing Theory
(D) Decision theory
- 173 What is the key input for production scheduling?
(A) Supplier availability
(B) Customer demand forecasts
(C) Marketing strategies
(D) Employee Motivation
- 174 Which forecasting method uses historical data and patterns?
(A) Qualitative forecasting
(B) Time series forecasting
(C) Causal forecasting
(D) Delphi Method
- 175 What is the primary goal of work measurement?
(A) Increase work complexity
(B) Reduce work efficiency
(C) Standardize work processes
(D) Minimise employee morale
- 176 Which method is used to analyze the time required for a specific task?
(A) Queuing theory
(B) Time and motion study
(C) Decision theory
(D) Linear Programming
- 177 What does Statistic Quality Control (SQC) aim to achieve?
(A) Increase defects
(B) Improve efficiency
(C) Reduce Variability
(D) Maximize waste
- 178 Which Statistical tool is commonly used in quality control to monitor processes
(A) Pareto chart
(B) Scatter plot
(C) Histogram
(D) Control Chart

- 179 What is the primary focus of operations research?
(A) Resource management
(B) Employee satisfaction
(C) Marketing strategies
(D) Financial planning
- 180 Which is a common application of operations research?
(A) Human Resource Management
(B) Project Scheduling
(C) Advertising Campaigns
(D) Product Pricing
- 181 In linear programming, what is the objective?
(A) Maximize profits.
(B) Minimise costs.
(C) Maximise costs.
(D) Minimise profits.
- 182 What does sensitivity analysis in linear programming help assess?
(A) Financial risks
(B) Environmental impact
(C) Solution stability
(D) Employee satisfaction
- 183 What is the primary purpose of the transportation model in operations research?
(A) Optimize production processes
(B) Minimise transportation costs
(C) Maximise employee satisfaction
(D) Optimize marketing strategies
- 184 What is the main objective of inventory control?
(A) Maximize inventory levels
(B) Minimise stockouts
(C) Increase holding costs
(D) Optimize order quantities
- 185 What does queuing theory study?
(A) Employee motivation
(B) Customer waiting lines
(C) Marketing strategies
(D) Production processes
- 186 Decision theory is concerned with making decisions under _____.
(A) Certainty
(B) Risk
(C) Creativity
(D) Uncertainty
- 187 Markov analysis is used for studying
(A) Employee turnover
(B) Production scheduling
(C) Marketing strategies
(D) Inventory
- 188 What does PERT/CPM help in managing?
(A) Employee satisfaction
(B) Production scheduling
(C) Financial risks
(D) Advertising campaigns

- 189 In demand forecasting, what is the main disadvantage of the Delphi Method?
(A) Time consuming
(B) Subject to bias
(C) Costly
(D) Lack of expert opinion
- 190 Which layout type is characterised by placing Similar Machines or functions together?
(A) Process layout
(B) Product layout
(C) Cellular layout
(D) Fixed-position layout
- 191 What analysis helps in determining the efficiency of a layout by considering material flow and distance travelled?
(A) Flow Chart analysis
(B) Motion analysis
(C) Distance analysis
(D) CPM analysis
- 192 In facility location decisions, which factor involves the proximity to customers & suppliers?
(A) Economic factors
(B) Social factors
(C) Political factors
(D) Geographic factors
- 193 Which Method is commonly used for analyzing the economic aspects of facility location?
(A) Break-even analysis
(B) SWOT analysis
(C) Pareto analysis
(D) Fishbone analysis
- 194 What does MRP stand for in production planning?
(A) Material Resource Planning
(B) Master Resource Plan
(C) Manufacturing Resource Planning
(D) Material Requirements Planning
- 195 Which technique is used for analysing and improving the efficiency of a production process
(A) Value stream mapping
(B) Fishbone diagram
(C) Scatter plot
(D) Histogram analysis
- 196 Need, want and _____ are the core concepts of marketing.
(A) Supply
(B) Demand
(C) Price
(D) Product
- 197 Quality and features are the focus in companies with _____ orientation
(A) Product
(B) Marketing
(C) Selling
(D) Production
- 198 The marketing orientation of the company begins with identifying customer _____
(A) Satisfaction
(B) Value
(C) Needs
(D) Benefits

- 199 Internal marketing is part of _____ marketing.
(A) Holistic
(B) Integrated
(C) Relationship
(D) Performance
- 200 Customer value is the difference between customer benefit and customer _____.
(A) Surplus
(B) Cost
(C) Price
(D) Satisfaction
- 201 _____ is the first stage of the Value chain.
(A) Inbound logistics
(B) Sales
(C) Marketing
(D) Operations
- 202 A deeply held commitment to re-buy or re-patronize a preferred product or service is
(A) Loyalty
(B) Preference
(C) Value
(D) Cost
- 203 _____ is one of the important Methods of measuring customer satisfaction.
(A) Brand Image
(B) Product quality
(C) Mystery shopping
(D) Value chain
- 204 The process of carefully managing detailed information about individual customers and all customer touchpoints is
(A) CPM
(B) CRM
(C) CLV
(D) Brand Equity
- 205 _____ group is an example of Consumer Reference group.
(A) Membership
(B) Social
(C) Culture
(D) Income
- 206 The first stage of the consumer decision making process is
(A) Evaluation of Alternatives
(B) Information search
(C) Prospecting
(D) Problem Recognition
- 207 _____ environment is an important part of the marketing environment of any company.
(A) Socio-cultural
(B) Strategic
(C) International
(D) Product
- 208 _____ is the last stage of the consumer Decision making Process.
(A) Purchase
(B) Satisfaction
(C) Post Purchase
(D) Need Recognition

- 209 _____ is an important psychological process influencing customer decision making.
(A) Fitness
(B) Perception
(C) Culture
(D) Social class
- 210 Business Market & demand is _____ demand.
(A) Derived
(B) Elastic
(C) Flexible
(D) Macro
- 211 _____ are an important part of the buying centre in Business Buying Process.
(A) Wicketkeeper
(B) Gatekeeper
(C) Doorkeeper
(D) Windowkeeper
- 212 Segmentation is _____ the market into various parts.
(A) Multiplying
(B) Dividing
(C) Adding
(D) Subtracting
- 213 A group of customers who Share a similar set of needs and wants is known as a
(A) Market segment
(B) New market
(C) Market potential
(D) Market demand
- 214 _____ preferences exist when consumers want very different things.
(A) Homogeneous
(B) Diffused
(C) Clustered
(D) Similar
- 215 _____ is an important part of Demographic Segmentation.
(A) Benefit
(B) Cost
(C) Income
(D) Behavior
- 216 Creating a unique image in the minds of consumer is known as _____.
(A) Positioning
(B) Segmentation
(C) Advertising
(D) Sales Promotion
- 217 Points of Parity and Points of _____ are important tools for Brand Positioning
(A) Similarity
(B) Difference
(C) Distance
(D) Promise
- 218 The fifth level of the Product is known as _____ product.
(A) Core
(B) Potential
(C) Basic
(D) Augmented

- 219 Branding begins at _____ level of the Product
(A) **Augmented**
(B) Expected
(C) Basic
(D) Potential
- 220 Products can be classified based on Durability, Tangibility and _____
(A) Consistency
(B) **Reliability**
(C) Use
(D) Knowledge
- 221 Products that we buy for day to day use from our nearest retail outlet are _____ goods.
(A) shopping
(B) unsought
(C) specialty
(D) **convenience**
- 222 _____ is an important way to differentiate services.
(A) Shopping
(B) **Ease of ordering**
(C) Durability
(D) Convenience
- 223 _____ is the also known as the 5th 'P' of marketing
(A) Product
(B) Promotion
(C) **Packaging**
(D) People
- 224 Identify, Grade, Describe and _____ are the important functions of Labelling
(A) Pricing
(B) **Promotion**
(C) Warranty
(D) Guarantee
- 225 _____ is a strong Brand.
(A) Orange
(B) Grapes
(C) Guava
(D) **Apple**
- 226 _____ is the first stage of the NPD process.
(A) Idea Screening
(B) Idea Development
(C) Idea Formulation
(D) **Idea Generation**
- 227 Quality Function Deployment is an important part of _____ Development.
(A) Price
(B) **Product**
(C) Promotion
(D) Brand
- 228 The first step of the Marketing Communication begins with a _____
(A) **Sender**
(B) Receiver
(C) Medium
(D) Message

- 229 _____ strategy is an important part of Communications Design in IMC.
- (A) Media
 - (B) Message
 - (C) Marketing
 - (D) Sales
- 230 In Business Market, Customers prefer _____ level Marketing Channels.
- (A) Zero
 - (B) One
 - (C) Two
 - (D) Three
- 231 All possible combinations of risk & return resulting from portfolios formed by varying proportions of individual securities, is called
- (A) Portfolio return.
 - (B) Portfolio opportunity set.
 - (C) Efficient portfolio.
 - (D) Well diversified portfolio.
- 232 The method of bringing a mis-priced asset in line with it's expected price is called.
- (A) Capital Asset Pricing Model
 - (B) Separation Theorem
 - (C) Portfolio Theory
 - (D) Arbitrage Pricing Theory
- 233 In multi-period compounding, the effective interest rate will be
- (A) equal to nominal interest rate
 - (B) more than nominal interest rate
 - (C) less than nominal interest rate
 - (D) less than or equal to nominal interest rate
- 234 The reciprocal of the present value Annuity factor is
- (A) Sinking Fund Factor
 - (B) Capital Recovery factor
 - (C) Discount factor
 - (D) Compound factor
- 235 The change in Share holder's return caused by the change in profit is called
- (A) Profit planning
 - (B) Operating leverage
 - (C) Financial Leverage
 - (D) Risk return trade-off
- 236 Detachable certificates of interest are also called
- (A) Shares
 - (B) Debentures
 - (C) Coupons
 - (D) Patents
- 237 Which of the following statements is correct?
- (A) Pure discount bonds carry explicit rate of interest.
 - (B) Current yield accounts for capital gain.
 - (C) Perpetual bonds have specified maturity value.
 - (D) YTM is bond's internal rate of return.
- 238 _____ is a measure of the risk of returns on a security.
- (A) Geometric mean
 - (B) Capital gain
 - (C) Compound rate of return
 - (D) Variance

- 239 Select the unsystematic risk from the following:
- (A) The government increases custom duty on the material used by the company.
 - (B) The inflation rate increases.
 - (C) The government resorts to massive deficit financing.
 - (D) The RBI promulgates a restrictive credit policy.
- 240 The view that the nominal interest rate differential must be equal to the expected inflation rate differential in two countries is called
- (A) Interest rate parity
 - (B) International fishes effect
 - (C) Purchasing power Parity
 - (D) Forward rates and future spot rates parity
- 241 Bonds that are sold outside the country in whose currency they are denominated are called
- (A) Eurobonds
 - (B) Foreign bonds
 - (C) Yankee bonds
 - (D) Samura's bonds
- 242 When a company offers hefty compensations to it's managers if they get ousted due to takeover, the company is said to offer _____
- (A) Crown Jewels
 - (B) Golden Parachute
 - (C) Greenmail
 - (D) Poison Pill
- 243 An accounting method of M&A, under which the balance sheet items and the profit and loss items of the Merged firms are combined without recording the effects of merger, is called
- (A) Receipts and Disbursement Methods.
 - (B) Purchase Method.
 - (C) Adjusted Net income method.
 - (D) Pooling of interest Method.
- 244 The view that two firms with identical assets, irrespective of how these assets have been financed, cannot command different market values, is part of _____
- (A) Net Income approach
 - (B) Traditional view of Capital Structure
 - (C) MM's proposition I
 - (D) MM's proposition II
- 245 The view that the cost of Capital declines with debt, is supported by
- (A) The Net Income approach
 - (B) Linear Programming approach
 - (C) Traditional view of Capital structure
 - (D) Net operating Income approach
- 246 Select the correct Statement.
- (A) The compound cost used to determine the discount rate should be expressed on an after -tax basis.
 - (B) The interest paid on debt is not tax deductible.
 - (C) Equity capital is free of cost.
 - (D) The E/P ratio reflects the true expectations of the ordinary Shareholders.
- 247 Currency swaps are a form of
- (A) working capital loan
 - (B) back to back loan
 - (C) demand loan
 - (D) none of the above

- 248 A right to buy or sell an asset at a specified exercise price at a specified period of a time is called
(A) Futures contract
(B) Forward contract
(C) Swap
(D) Option
- 249 The length of the operating cycle of a manufacturing firm is the sum of
(A) Raw material conversion period and debtor's conversion period.
(B) Inventory conversion period and debtor's conversion period.
(C) Finished goods conversion period and debtor's conversion period.
(D) Work in process conversion period and debtors conversion period.
- 250 A view that, under perfect market Situation, the dividend policy of a firm is irrelevant, as it does not affect the value of the firm, is held by
(A) The bird in hand argument.
(B) Gordon's Model.
(C) MM's hypothesis.
(D) Walter's Model.
- 251 A method to increase the number of out standing shares through a proportional reduction in the par value of the share, is called
(A) Reverse split
(B) Collar
(C) Share split
(D) Strangle
- 252 A DCF technique that takes into account the magnitudes and timing of cash flows is called _____
(A) Net Present Value.
(B) Internal Rate of Return.
(C) Profitability Index.
(D) Accounting Rate of Return.
- 253 An investment that has cash outflows mingled with cash inflows throughout the life of the project, is called _____
(A) Independent investment
(B) Contingent investment
(C) Non-conventional investment
(D) Conventional investment
- 254 A situation where the profitability distribution of the cash flow of an investment proposal is known, is called _____
(A) Objective probability
(B) Uncertainty
(C) Risk
(D) Subjective probability
- 255 For choosing between mutually exclusive projects with the same lives, one needs to compare _____
(A) their annual equivalent values.
(B) their nominal cash flows.
(C) their real cash flows.
(D) their Net-present values.

- 256 Which among the following is not an essential requirement of determining reorder point under certainty?
- (A) Credit limit.
 - (B) Lead time.
 - (C) Average usage.
 - (D) Economic order quantity.
- 257 Which of the following is not an example of ordering costs?
- (A) Requisitioning
 - (B) Insurance
 - (C) Order placing
 - (D) Clerical and Staff
- 258 A situation when the management has to decide to obtain that Combination of the profitable projects which yields highest NPV within the available funds is called _____
- (A) Dividend decision
 - (B) Capital rationing
 - (C) Capital recovery
 - (D) Risk diversification
- 259 A formal cash management approach for determining a firms optimum cash balance under certainty is called _____
- (A) Miller Orr Model
 - (B) Boumol Model
 - (C) Adjusted Net-income Method
 - (D) Receipt and disbursement Method
- 260 To compare the future value of a lump-sum amount, for a given interest rate (i) & the time period (n), we should simply multiply the amount by _____
- (A) Discount value factor
 - (B) Sinking fund factor
 - (C) Compound value factor
 - (D) Present value factor
- 261 Select the option that is not the part of assumptions relating to Miller & Modiglian's hypothesis.
- (A) Existence of corporate taxes
 - (B) No risk
 - (C) Fixed Investment policy
 - (D) Perfect Capital Markets
- 262 The part of the issued share-capital which has been accepted by Shareholders, is called _____
- (A) Paid up share capital
 - (B) Authorised share capital
 - (C) Equity share Capital
 - (D) Subscribed Share capital
- 263 Those participants in foreign exchange markets that seek to earn risk less profits by taking advantage of differences in exchange rates among countries, are called-
- (A) Hedgers
 - (B) Speculators
 - (C) Arbitrageurs
 - (D) Traders
- 264 The following are examples of changes in corporate control, except _____
- (A) Mengers & Acquisitions
 - (B) LBOs
 - (C) Proxy fights
 - (D) Spin-off

- 265 Leveraged buy-outs almost always involve
(A) AAA grade debt
(B) Issuance of new shares to many investors
(C) The existing management team as new shareholders
(D) Junk-grade debt
- 266 Which is the least expensive method for recruitment
(A) walk-in-Interview
(B) consultants
(C) campus placements
(D) employment exchange
- 267 Which of the following is not a part of Job-Description
(A) Job title
(B) Purpose of position
(C) Induction process
(D) General information
- 268 The poor quality of selection will lead to extra cost on _____ and supervision.
(A) Placement
(B) Training
(C) Work quality
(D) Recruitment
- 269 Which of these is the most important external factor governing recruitment?
(A) Son-of-soil
(B) Supply & demand
(C) Unemployment rate
(D) Labour market
- 270 _____ specifies the relationship of applicant inputs to outputs at various decision points.
(A) Number of contacts
(B) Yield ratio
(C) Type of contacts
(D) Cost-Benefit ratio
- 271 What is link with Performance Appraisal?
(A) Job Design
(B) Job vacancy
(C) Analysis
(D) Job Enrichment
- 272 How can Performance Appraisal contribute to a firms competitive advantage?
(A) Ensures legal compliance
(B) Improves performance
(C) Minimises Job dissatisfaction & employee turnover
(D) All of the above
- 273 Which of these Performance Appraisal Methods is subjective and Time consuming
(A) Essay Method
(B) Rating scales
(C) Critical Incident Method
(D) Tests
- 274 Which method of Performance Appraisal includes evaluation by multiple internal and external Members?
(A) Rating scales
(B) 360 Degree appraisal
(C) Checklist
(D) Critical Incident Method

- 275 A performance appraisal Method where performance is assumed to follow the Normal Distribution is called _____
(A) BARS
(B) Forced Choice Method
(C) **Forced Distribution Method**
(D) Rating scale
- 276 When an employee's personal characteristics such as age, gender race, etc. influence a superior's evaluation of his/her performance, the problem / error of _____ has occurred.
(A) **Bias**
(B) Halo Effect
(C) Stereotyping
(D) Central tendency
- 277 Which Personality trait is associated with Performance Appraisal ratings?
(A) **Decision making ability**
(B) Crafting ability
(C) Running ability
(D) Travelling ability
- 278 The _____ error occurs when supervisors tend to rate all their subordinates consistently high.
(A) Strictness
(B) Central tendency
(C) **Leniency**
(D) Bias
- 279 Which of the following is on the job training Method?
(A) Lecture Method
(B) **Job-Rotation**
(C) Vestibule Training
(D) Conference & Seminars
- 280 Bloom's Taxonomy divides specific learning objectives into these three categories of Educational objectives / learning objectives.
(A) **Knowledge, Comprehension and Application**
(B) Receiving Responding and Valuing
(C) Cognitive, Affective and Psychomotor
(D) Appreciative, Diagnostic and Experimental
- 281 The phrase "Transfer of Training" refers to _____
(A) Moving training schedules around to accommodate production concerns
(B) Freely sharing written training material with colleagues
(C) **Maintaining new knowledge and skills and applying them back at the workplace**
(D) Acquiring and evaluating skills during a training course
- 282 _____ is a type of training that stimulates actual facility work conditions within a training facility.
(A) Sensitivity Training
(B) Apprenticeship Training
(C) **Vestibule Training**
(D) Role Playing
- 283 _____ is a device or situation that replicates job demands of the workplace.
(A) Brain Storming
(B) **Simulation**
(C) Artificial Intelligence
(D) Management Games

- 284 Under EPF provision Act 1952, the employer has to contribute _____% of wage / salary of the employee per month.
(A) 7.5%
(B) 9%
(C) 8%
(D) 8.5%
- 285 Which of the following is not included in the system of payment of Dearness Allowance?
(A) Flat Rate
(B) Graduated Scale
(C) Cost of Living
(D) General Allowance
- 286 In organised industrial establishments, pay review takes place once in _____ years.
(A) Ten
(B) Three
(C) Seven
(D) Five
- 287 _____ is paid at the time of employee's exit, only to those who have served for atleast five years.
(A) Allowance
(B) Gratuity
(C) Claims
(D) Perquisites
- 288 Which of the following is an example of perquisites?
(A) Provident Fund
(B) Medical Allowance
(C) Club Membership
(D) Group Insurance
- 289 _____ are also called as "Payment by Results".
(A) Allowances
(B) Claims
(C) Incentives
(D) Fringe Benefits
- 290 Which of the following refers to the settlement of disputes through agreed third party intervention without having to resort to law?
(A) Conciliation
(B) Board of conciliation
(C) Arbitration
(D) Adjudication
- 291 Sharman, a sales Manager, achieved his sales target 07 days in advance. This achievement was displayed on the notice board and the CEO of the company awarded a certificate for the "Best performance" to him. Name the incentive provided.
(A) Job security
(B) Bonus
(C) Recognition
(D) Promotion
- 292 A situation in which an employee's contract of employment has been terminated by the employer, where the termination breaches one or more terms of the contract of employment or roll in employment law, is called _____.
(A) Distributive discharge
(B) Due process discharge
(C) Constructive discharge
(D) Wrongful discharge

- 293 The individual employees who report wrongful acts committed by other subordinates are called as _____
(A) Ombudsman
(B) Arbitrators
(C) Counsellors
(D) Whistle Blowers
- 294 Lockout is a weapon available to
(A) Employees
(B) Trade Unions
(C) Employers
(D) Government
- 295 Which of the following approaches, assumes that the understanding of the industrial relations requires an understanding of the capitalist Society?
(A) Marxist approach
(B) unitary approach
(C) Pluralist approach
(D) Giri approach
- 296 Which one of the following means a Mandatory settlement of an industrial dispute by a labour court or a tribunal?
(A) Collective bargaining
(B) Arbitration
(C) Conciliation
(D) Adjudication
- 297 Which of the following is not the characteristic of the trade union?
(A) Voluntary association
(B) Individual action
(C) Common goals
(D) Intermediary
- 298 What does “discipline” mean in the context of the workplace?
(A) Enforcing compliance and order
(B) Exercising punishment
(C) Exercising control
(D) A system designed to improve & correct behavior through training
- 299 Which of the following legislations cannot be included in the category of Industrial Relations legislations in India?
(A) Industrial Disputes Act, 1947
(B) Trade Union Act of 1926
(C) Industrial Employment Act, 1946
(D) Equal Remuneration Act, 1976
- 300 Which of the following areas cannot be directly included in the field / study of IR?
(A) Trade Union Recognition
(B) Strikes and Lockout
(C) Minimum wage, fair wage & living wage
(D) Collective Bargaining