Section A: English and Communication

1. He returned ______________ than I expected
   a. Faster
   b. More quickly
   c. Quicker
   d. Before

2. He will pay ____________ for his mistakes.
   a. Very much dearly
   b. Dear
   c. Dearly
   d. None of the above

3. __________ it is a reputed brand, ________ my whole family likes it, and _____ it is available without much difficulty.
   a. Firstly, secondly, thirdly.
   b. First, secondly, thirdly.
   c. Firstly, second, thirdly.
   d. Firstly, secondly, third.

4. It is nothing else __________ pride.
   a. Than
   b. But
   c. Except
   d. None of the above.

5. He is _____ weak.
   a. So
   b. Very
   c. Fully
   d. Appears

6. He went only ____ far.
   a. That
   b. So
   c. Too
   d. None of the above

7. The news is ________ good to be true.
   a. Too
   b. Very
   c. Much
   d. Enough

8. It is ________ surprising.
   a. Too
   b. Very
   c. Much
   d. Enough
9. He was _______ surprised by the news.
   a. Too
   b. Very
   c. Much
   d. Enough
10. I was _______ inconvenienced.
    a. Too
    b. Very
    c. Much
    d. Enough
11. Does she sing well? _______ she does.
    a. Of course
    b. Quite
    c. Certainly
    d. So
12. He lives _____ India _______ Andheri East.
    a. In, in.
    b. Inside, within.
    c. In, at
    d. Within, inside
13. Such a result cannot be wondered ______.
    a. On
    b. To
    c. In
    d. At
14. That is the boy I was speaking _____.
    a. Of
    b. Into
    c. At
    d. In
15. He jumped _______ the river.
    a. In
    b. At
    c. To
    d. Into
16. He is ______ the top of the class.
    a. In
    b. To
    c. Into
    d. None of the above
17. As a novelist, Chetan Bhagat is superior ______ J.K.Rowling.
    a. Than
    b. From
    c. To
    d. Of
18. You and he ____ birds of the same feather.
   a. Is
   b. Are
   c. Was
   d. None of the above

19. I will be done ___ then.
   a. On
   b. In
   c. At
   d. By

20. Wisdom is better ____ rubies.
   a. Than
   b. As
   c. For
   d. To

Indicate synonyms for the following:

21. SPENDTHRIFT
   a. Thrifty
   b. Extravagant
   c. Miserly
   d. Accountant

22. ANTITHESIS
   a. Converse
   b. Accordance
   c. Conformance
   d. None of the above

23. PUN
   a. Witticism
   b. Word
   c. Henhouse
   d. Braid

24. CHARITY
   a. Lend
   b. Aid
   c. Bid
   d. Social

25. UNIVERSAL
   a. Alone
   b. Scope
   c. Duress
   d. Widespread
Indicate antonyms for the following:

26. HOMOGENEOUS
   a. General
   b. Similar
   c. Different
   d. Alike
27. IDIOSYNCRATIC
   a. Distinctive
   b. Common
   c. Typical
   d. Unique
28. VAGUE
   a. Cryptic
   b. Enigmatic
   c. Bleary
   d. Explicit
29. DISCERNMENT
   a. Acumen
   b. Perspicacity
   c. Shrewdness
   d. Preposterousness
30. EXPOSURE
   a. Revelation
   b. Disclosure
   c. Covert
   d. Publicity

Section B: General Awareness and General Knowledge

31. Which one of the following is not a method of measurement of National Income?
   a. Value Added Method
   b. Income Method
   c. Expenditure Method
   d. Investment Method
32. National Income estimates in India are prepared by
   a. Niti Ayog
   b. Reserve Bank of India
   c. Central Statistical Organization
   d. Indian Statistical Institute
33. The world's most active volcano is
   a. Fujiyama
   b. Cotopaxi
   c. Kilaueu
   d. Vesuvius
34. What is the difference between IST and GMT?
   a. 5 h 10 min
   b. 5 h 20 min
   c. 5 h 30 min
   d. 5 h 40 min

35. RAM is ______ and ________
   a. Non-volatile, permanent
   b. Volatile, temporary
   c. Non-volatile, temporary
   d. Volatile, permanent.

36. India becomes the first country to script history after launching _____ satellites in a
    single rocket on 15 February 2017.
   a. 101
   b. 102
   c. 103
   d. 104

37. Kaziranga National Park is famous for
   a. rhinoceros
   b. tiger
   c. lion
   d. crocodile

38. The river also known as Tsangpo in Tibet is
   a. Ganga
   b. Brahmaputra
   c. Indu
   d. Teesta

39. The first Viceroy and Governor General of British India was
   a. Lord Dalhousie
   b. John Lawrence
   c. Warren Hastings
   d. Lord Canning

40. Which sector is the largest emitter of greenhouse gas in India?
   a. Transport
   b. Domestic
   c. Agriculture
   d. Electric Power Generation

41. Chitwan National Park in Nepal spreads into India where it is called
   a. Corbett National Park
   b. Valmiki Tiger Reserve
   c. Kaziranga National Park
   d. Kanha National Park

42. Who propounded the ‘market law’?
   a. Adam Smith
   b. JB Say
   c. TR Malthus
   d. David Ricardo
43. The term ‘Paper Gold’ means
   a. Special Drawing Rights of the IMF
   b. Special Accommodation Facility of the world Bank
   c. Currencies Still on Gold Standard
   d. Deficit Financing

44. Where is the headquarters of International Bank for Reconstruction and Development (IBRD)?
   a. Geneva
   b. Washington D.C.
   c. London
   d. Paris

45. Who is the author of the book ‘A Foreign Policy of India’?
   a. IK Gujaral
   b. BG Deshmukh
   c. LK Advani
   d. AJ Toynbee

46. The present Chief Justice of Patna High Court is
   a. Justice Md. Iqbal Ahmad Ansari
   b. Justice Dipak Misra
   c. Justice L. Narasimha Reddy
   d. Justice Rajendra Menon

47. The present Chief Justice of India is
   a. Justice H.L.Dattu
   b. Justice R. M. Lodha
   c. Justice Jagdish Singh Khehar
   d. Justice H. J. Kania

48. The first Chief Justice of India was
   a. Justice H.L.Dattu
   b. Justice T.S.Thakur
   c. Justice Ramesh Chandra Lahoti
   d. Justice H. J. Kania

49. The chief of election commission in India is
   a. Achal Kumar Jyoti
   b. Syed Naseem Ahmed Zaidi
   c. Om Prakash Rawat.
   d. H.S.Brahma

50. The chief of the Army Staff is
   a. Bipin Rawat.
   b. Sunil Lanba.
   c. Birender Singh Dhanoa.
   d. Dilbagh Singh

51. Chenani-Nashri tunnel is built at an elevation of 1200 metres on one of the most difficult Himalayan terrains, it total length is
   a. 9.2 Kms
   b. 8.7 Kms
   c. 7.3 Kms
   d. 9.6 Kms
52. The best picture at Oscar 2017 was
   a. Arrival
   b. Fences
   c. Moonlight
   d. Hacksaw Ridge

53. Who holds the post of Ambassador and Permanent Representative of India in the United Nations at Geneva?
   a. Nikki Haley
   b. Rajeev Kumar Chander
   c. Nilendra
   d. None of the above

54. The Competition Act was enacted in the year
   a. 1999
   b. 2000
   c. 2001
   d. 2002

55. How many medals did India win at Rio Olympics?
   a. 2
   b. 3
   c. 4
   d. 1

56. When did India come without any medal from Summer Olympics?
   a. Moscow 1980
   b. Barcelona 1992
   c. Tokyo 1964
   d. None of the above

57. District Judges are appointed by the
   a. Governor of the State
   b. High Court
   c. Chief Justice of the High Court
   d. Chief Secretary of the state

58. The directive principles are:
   a. Justiciable the same way as the fundamental rights
   b. Justiciable though not the same way as the fundamental rights
   c. Decorative portions of the Indian Constitution
   d. Not justiciable, yet fundamental in the governance of the country.

59. The concept of directive principles of State Policy is borrowed from
   a. Germany
   b. France
   c. Ireland
   d. USA

60. The Constitution of India is
   a. Highly federal
   b. Highly unitary
   c. Neither federal nor unitary
   d. Partly federal and partly unitary
Section C: MANAGEMENT

61. A process which involves developing appraisal policies and procedures for systematic evaluation of an individual with respect to his/ her potential for development:
   a. Selection
   b. Training & development
   c. Performance appraisal
   d. Organizational development

62. Cost of human resource refers to
   a. Company profits
   b. Employee shares
   c. Salary packages
   d. Earned revenue

63. The fundamental unit in compensation structure of an organisation, which is used to denote difference in compensation due to smallest possible change in job specification and which generally rises along with the rise in hierarchy of an organisation is known as
   a. Pay structure
   b. Pay appraisal
   c. Pay level
   d. Pay feedback

64. An employee’s compensation usually comprises
   a. High monetary rewards
   b. Quality rewards requested by employee
   c. Benefits such as medical and transport allowances
   d. Financial and non-financial rewards

65. Which of the following is part of non-financial compensation?
   a. Monthly commission
   b. Employee autonomy
   c. Stock option
   d. Medical allowance

66. Compensation plays a key role in recruitment, job performance, and ____________.
   a. Job satisfaction
   b. Job description
   c. Job analysis
   d. None of the above

67. Which one of the following is not a characteristic of an effective compensation system?
   a. It motivates employee performance, fosters a feeling of equity, and provides direction to their efforts.
   b. It supports, communicates, and reinforces an organization's culture, values, and competitive strategy.
   c. It helps in making the marketing strategy according to the organizational goals
   d. Its cost structure reflects the organization's ability to pay.
68. Maslow believed that needs are arranged in a hierarchy, and a need that is satisfied will no longer motivate _______________.
   a. An employee
   b. An employer
   c. An individual
   d. A group

69. Which of these factors does not influence the pay levels of individual jobholders?
   a. Their market worth
   b. Their levels of skill or the competence they possess? Their inputs.
   c. Organisational goals
   d. Their level of performance in the job

70. Assessing job worth is an important step in designing a compensation package. Such assessment includes ______ and job evaluation.
   a. Job satisfaction
   b. Job analysis
   c. Job classification
   d. Job ranking

71. Which process compares the whole job and does not take into account the different aspects of each job?
   a. Job ranking
   b. Job enrichment
   c. Point factor method
   d. None the above

72. Which of these is not a generally accepted principle governing the fixation of wages and salary?
   a. Special abilities and skills should be rewarded suitably.
   b. The wage structure should be flexible and adaptable according to changing economic conditions.
   c. All the parties participating in the survey method use the same method and the same mechanism for evaluating similar jobs.
   d. A wage should be such that it fulfils an individual's basic needs.

73. Strengthening the attitude of employees in favour of the organization and the management so as to secure enthusiastic and disciplined voluntary cooperation in offering their services to the organization is known as
   a. Creating confidence
   b. Building morale
   c. Performance enhancement
   d. None of the above

74. The managers centralize the decision-making power in themselves. They structure the complete work situation for their employees and employees do what they are told. This style is known as:
   a. Autocratic leadership
   b. Participative leadership
   c. Free-rein leadership
   d. None of the above
75. The continuing commitment of businesses to behave fairly and responsibly and contribute to economic development, while improving the quality of life of the workforce and the community at large is known as:
   a. Safeguarding the ecology
   b. Customer satisfaction
   c. Corporate social responsibility
   d. Creativity

76. In these times of dramatic change and global competitiveness, leaders must undergo continuous change themselves through continuous learning of new knowledge and skills. This is known as
   a. Self-management of learning
   b. Communication skills
   c. Leadership development
   d. Creativity

77. The common methods of participative leadership style adopted are democratic functioning, supervision, committees, suggestion programmes, and multiple-management. This style has which of the following limitation(s)?
   a. Some people in the organization want minimum interaction with their superiors or associates. For them, the participation technique is discouraging instead of encouraging.
   b. Participation can be used covertly to manipulate employees. Thus, some employees may prefer the open tyranny of an autocrat as compared to the covert tyranny of a group.
   c. Both of the above
   d. None of the above

78. Which model visualizes the organization as a cultural pattern in which collective bargaining incorporates a range of activities including collective action, grievance redressal, bargaining, etc?
   a. Miller and Form's Model
   b. Dunlop's Model
   c. SCOPE
   d. None of the above

79. “Any action or situation concerned with the relations between the employer and the workers that affects or may affect the conditions of employment of one or more than one worker, if the action or situation appears contrary to the provisions of an applicable collective agreement or individual contract of employment, rules of work, laws and regulations, custom of wage or that of the occupation, or any type of economic or national activity, the only stipulation being that it should be based on good faith”, refers to
   a. Trade Unions
   b. Recognition of Trade Unions
   c. Grievance
   d. Industrial Dispute

80. The machinery for the settlement of industrial disputes comprises:
   a. Conciliation
   b. Arbitration
   c. Both of the above
   d. None of the above
81. “Industrial relations” is the outcome of HRM and ______
   a. Employment relation
   b. Organizational objectives
   c. Management by Objectives
   d. None of the above

82. Those who work in an office, doing mental rather than physical work are known as
   _______________
   a. Blue colour workers
   b. Yellow colour workers
   c. Green colour workers
   d. White colour workers

83. The principle of ownership and control of the means of production and distribution by
   the people collectively is known as:
   a. Collectivistic principle
   b. Conciliation principle
   c. Empowerment principle
   d. Group ownership principle

84. Industrial Disputes Act, 1947, which has been identified to be highly rigid in the area
   of labour redundancy, has been targeted for change in the present era of ______ and
   liberalization.
   a. Industrialisation
   b. Globalization
   c. Both of the above
   d. None of the above

85. Which of the following is not a function of training programmes?
   a. It brings about a change in attitudes, understanding, and behaviour among the
      trainees with respect to particular objects, programmes, and policies
   b. It helps in putting the theories into practice and bringing out general guidelines
      from various hypotheses
   c. It enhances the problem-solving and decision-making capabilities of the
      trainees.
   d. It gives a certain level of transformation, which has already taken place as a
      result of the learning process

86. A system designed to support managers in evaluating the organisation’s progress
   regarding its strategy and, when discrepancies exist, taking corrective action is called
   a. Monitoring system
   b. Strategic planning system
   c. Analytical system
   d. Strategic control system

87. A successful training programme will begin with successful ______ and creation of
   the right kind of environment for conducting the same.
   a. Identification of training needs
   b. Reinforcement
   c. Development of training programme
   d. Selection of trainer
88. To enable successful organisational strategies, HR function could play which of the following broad roles?
   a. As a service provider
   b. As an advisor
   c. As a change agent
   d. All the above

89. Identification of training needs may be prompted by internal or external factors. Which one of these is considered as an internal factor?
   a. time constraints
   b. the functional heads or HR managers
   c. environmental changes
   d. budget

90. Which of the following is not an off the job training method?
   a. Conference method
   b. Seminars
   c. Role plays
   d. Vestibule

91. A technique for discussing difficult and controversial issues within a smaller group which is surrounded by remaining members of the whole group who observe, take note and later reflect upon the discussions held among the members of smaller internal group is known as:
   a. Fishbowl Technique
   b. Video conferencing
   c. brainstorming
   d. None of the above

92. Name the mental process by which a person pushes down the information of the anxiety-arousing situation into the unconscious mind or simply tries to forget it?
   a. Reaction
   b. Projection
   c. Repression
   d. Rationalization

93. People have to be directed and coerced to achieve organizational objectives. They have little creativity and lack responsibility. Name this theory.
   a. Theory y
   b. Theory X
   c. Maturity Theory
   d. None of the above

94. In a ______________ environment, people are treated as human beings; organizational members as well as the organization itself are given an opportunity to develop to the fullest potential.
   a. Bureaucratic
   b. Laissez-faire
   c. Democratic
   d. Closed
95. These are responsible for the biological maintenance of the organism and are universal in the sense that they are common to all species in the universe. These needs are known as:
   a. Safety needs
   b. Esteem needs
   c. Belonging needs
   d. Physiological needs

96. Which one is process theory of work motivation?
   a. Vroom's expectancy model
   b. Adam's equity theory
   c. Porter & Lawler's performance satisfaction model
   d. All the above

97. A system of wage payment under which incentive is provided to a group of workers engaged in a particular task is known as:
   a. Group Bonus Plan
   b. Scanlon plan
   c. Towne's plan
   d. Priest man's production bonus

98. Which of the following types of sickness benefit (SB) is not mentioned under section 46 of the ESI Act?
   a. Extended SB
   b. Enhanced SB
   c. Permanent SB
   d. Both Extended SB and Enhanced SB

99. Which is the software deployed for collecting, compiling, recording, maintaining, storing, analysing, retrieving, and disseminating HR-related information needed by the organization?
   a. E-HRM
   b. HRIS
   c. EPM
   d. SSHR

100. Name the system which broadly covers two functions, namely, applicant tracking and hiring management?
    a. E-HRM
    b. E-Compensation
    c. E-Recruitment
    d. E-Coaching

**********************************************************
NOTE :- ANY OBJECTIONS WITH REGARD TO MODEL QUESTIONS AND ANSWERS MAY BE FILED ON OR BEFORE 05th July 2017 VIA E-MAIL ON ID nitesh.84@nic.in.

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