

**QUESTION PAPER FOR THE EXAMINATION HELD ON 24<sup>th</sup> June**  
**2017 FOR THE POST OF COURT MANAGER IN**

**PATNA HIGH COURT**

**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 .
- Too
  - Very
  - Much
  - Enough
10. I was \_\_\_\_\_ inconvenienced.
- Too
  - Very
  - Much
  - Enough
11. Does she sing well? \_\_\_\_\_ she does.
- Of course
  - Quite
  - Certainly
  - So
12. He lives \_\_\_\_\_ India \_\_\_\_\_ Andheri East.
- In, in.
  - Inside, within.
  - In, at
  - Within, inside
13. Such a result cannot be wondered \_\_\_\_\_.
- On
  - To
  - In
  - At
14. That is the boy I was speaking \_\_\_\_\_.
- Of
  - Into
  - At
  - In
15. He jumped \_\_\_\_\_ the river.
- In
  - At
  - To
  - Into
16. He is \_\_\_\_\_ the top of the class.
- In
  - To
  - Into
  - None of the above
17. As a novelist, Chetan Bhagat is superior \_\_\_\_\_ J.K.Rowling.
- Than
  - From
  - To
  - Of

18. You and he \_\_\_\_ birds of the same feather.
- Is
  - Are
  - Was
  - None of the above
19. I will be done \_\_\_\_ then.
- On
  - In
  - At
  - By
20. Wisdom is better \_\_\_\_ rubies.
- Than
  - As
  - For
  - To

**Indicate synonyms for the following:**

21. SPENDTHRIFT
- Thrifty
  - Extravagant
  - Miserly
  - Accountant
22. ANTITHESIS
- Converse
  - Accordance
  - Conformance
  - None of the above
23. PUN
- Witticism
  - Word
  - Henhouse
  - Braid
24. CHARITY
- Lend
  - Aid
  - Bid
  - Social
25. UNIVERSAL
- Alone
  - Scope
  - Duress
  - 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. Kilauea
- d. Vesuvius

34. What is the difference between IST and GMT?
- 5 h 10 min
  - 5 h 20 min
  - 5 h 30 min
  - 5 h 40 min
35. RAM is \_\_\_\_\_ and \_\_\_\_\_
- Non-volatile, permanent
  - Volatile, temporary
  - Non-volatile, temporary
  - Volatile, permanent.
36. India becomes the first country to script history after launching \_\_\_\_\_ satellites in a single rocket on 15 February 2017.
- 101
  - 102
  - 103
  - 104
37. Kaziranga National Park is famous for
- rhinoceros
  - tiger
  - lion
  - crocodile
38. The river also known as Tsangpo in Tibet is
- Ganga
  - Brahmaputra
  - Indu
  - Teesta
39. The first Viceroy and Governor General of British India was
- Lord Dalhousie
  - John Lawrence
  - Warren Hastings
  - Lord Canning
40. Which sector is the largest emitter of greenhouse gas in India?
- Transport
  - Domestic
  - Agriculture
  - Electric Power Generation
41. Chitwan National Park in Nepal spreads into India where it is called
- Corbett National Park
  - Valmiki Tiger Reserve
  - Kaziranga National Park
  - Kanha National Park
42. Who propounded the 'market law'?
- Adam Smith
  - JB Say
  - TR Malthus
  - David Ricardo

43. The term 'Paper Gold' means
- Special Drawing Rights of the IMF
  - Special Accommodation Facility of the world Bank
  - Currencies Still on Gold Standard
  - Deficit Financing
44. Where is the headquarters of International Bank for Reconstruction and Development (IBRD)?
- Geneva
  - Washington D.C.
  - London
  - Paris
45. Who is the author of the book 'A Foreign Policy of India'?
- IK Gujaral
  - BG Deshmukh
  - LK Advani
  - AJ Toynbee
46. The present Chief Justice of Patna High Court is
- Justice Md. Iqbal Ahmad Ansari
  - Justice Dipak Misra
  - Justice L. Narasimha Reddy
  - Justice Rajendra Menon
47. The present Chief Justice of India is
- Justice H.L.Dattu
  - Justice R. M. Lodha
  - Justice Jagdish Singh Khehar
  - Justice H. J. Kania
48. The first Chief Justice of India was
- Justice H.L.Dattu
  - Justice T.S.Thakur
  - Justice Ramesh Chandra Lahoti
  - Justice H. J. Kania
49. The chief of election commission in India is
- Achal Kumar Jyoti
  - Syed Naseem Ahmed Zaidi
  - Om Prakash Rawat.
  - H.S.Brahma
50. The chief of the Army Staff is
- Bipin Rawat.
  - Sunil Lanba.
  - Birender Singh Dhanoa.
  - Dilbagh Singh
51. Chenani-Nashri tunnel is built at an elevation of 1200 metres on one of the most difficult Himalayan terrains, its total length is
- 9.2 Kms
  - 8.7 Kms
  - 7.3 Kms
  - 9.6 Kms

52. The best picture at Oscar 2017 was
- Arrival
  - Fences
  - Moonlight
  - Hacksaw Ridge
53. Who holds the post of Ambassador and Permanent Representative of India in the United Nations at Geneva?
- Nikki Haley
  - Rajeev Kumar Chander
  - Nilendra
  - None of the above
54. The Competition Act was enacted in the year
- 1999
  - 2000
  - 2001
  - 2002
55. How many medals did India win at Rio Olympics?
- 2
  - 3
  - 4
  - 1
56. When did India come without any medal from Summer Olympics?
- Moscow 1980
  - Barcelona 1992
  - Tokyo 1964
  - None of the above
57. District Judges are appointed by the
- Governor of the State
  - High Court
  - Chief Justice of the High Court
  - Chief Secretary of the state
58. The directive principles are :
- Justiciable the same way as the fundamental rights
  - Justiciable though not the same way as the fundamental rights
  - Decorative portions of the Indian Constitution
  - Not justiciable, yet fundamental in the governance of the country.
59. The concept of directive principles of State Policy is borrowed from
- Germany
  - France
  - Ireland
  - USA
60. The Constitution of India is
- Highly federal
  - Highly unitary
  - Neither federal nor unitary
  - 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 \_\_\_\_\_.
- An employee
  - An employer
  - An individual
  - A group
69. Which of these factors does not influence the pay levels of individual jobholders?
- Their market worth
  - Their levels of skill or the competence they possess? Their inputs.
  - Organisational goals
  - 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.
- Job satisfaction
  - Job analysis
  - Job classification
  - Job ranking
71. Which process compares the whole job and does not take into account the different aspects of each job?
- Job ranking
  - Job enrichment
  - Point factor method
  - None the above
72. Which of these is not a generally accepted principle governing the fixation of wages and salary?
- Special abilities and skills should be rewarded suitably.
  - The wage structure should be flexible and adaptable according to changing economic conditions.
  - All the parties participating in the survey method use the same method and the same mechanism for evaluating similar jobs.
  - 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
- Creating confidence
  - Building morale
  - Performance enhancement
  - 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:
- Autocratic leadership
  - Participative leadership
  - Free-rein leadership
  - 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:
- Safeguarding the ecology
  - Customer satisfaction
  - Corporate social responsibility
  - 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
- Self-management of learning
  - Communication skills
  - Leadership development
  - 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)?
- Some people in the organization want minimum interaction with their superiors or associates. For them, the participation technique is discouraging instead of encouraging.
  - 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.
  - Both of the above
  - 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?
- Miller and Form's Model
  - Dunlop's Model
  - SCOPE
  - 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
- Trade Unions
  - Recognition of Trade Unions
  - Grievance
  - Industrial Dispute
80. The machinery for the settlement of industrial disputes comprises:
- Conciliation
  - Arbitration
  - Both of the above
  - None of the above

81. "Industrial relations" is the outcome of HRM and \_\_\_\_\_
- Employment relation
  - Organizational objectives
  - Management by Objectives
  - None of the above
82. Those who work in an office, doing mental rather than physical work are known as \_\_\_\_\_
- Blue colour workers
  - Yellow colour workers
  - Green colour workers
  - White colour workers
83. The principle of ownership and control of the means of production and distribution by the people collectively is known as:
- Collectivistic principle
  - Conciliation principle
  - Empowerment principle
  - 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.
- Industrialisation
  - Globalization
  - Both of the above
  - None of the above
85. Which of the following is not a function of training programmes?
- It brings about a change in attitudes, understanding, and behaviour among the trainees with respect to particular objects, programmes, and policies
  - It helps in putting the theories into practice and bringing out general guidelines from various hypotheses
  - It enhances the problem-solving and decision-making capabilities of the trainees.
  - 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
- Monitoring system
  - Strategic planning system
  - Analytical system
  - Strategic control system
87. A successful training programme will begin with successful \_\_\_\_\_ and creation of the right kind of environment for conducting the same.
- Identification of training needs
  - Reinforcement
  - Development of training programme
  - Selection of trainer

88. To enable successful organisational strategies, HR function could play which of the following broad roles?
- As a service provider
  - As an advisor
  - As a change agent
  - 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?
- time constraints
  - the functional heads or HR managers
  - environmental changes
  - budget
90. Which of the following is not an off the job training method?
- Conference method
  - Seminars
  - Role plays
  - 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:
- Fishbowl Technique
  - Video conferencing
  - brainstorming
  - 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?
- Reaction
  - Projection
  - Repression
  - Rationalization
93. People have to be directed and coerced to achieve organizational objectives. They have little creativity and lack responsibility. Name this theory.
- Theory y
  - Theory X
  - Maturity Theory
  - 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.
- Bureaucratic
  - Laissez-faire
  - Democratic
  - 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:
- Safety needs
  - Esteem needs
  - Belonging needs
  - Physiological needs
96. Which one is process theory of work motivation?
- Vroom's expectancy model
  - Adam's equity theory
  - Porter & Lawler's performance satisfaction model
  - 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:
- Group Bonus Plan
  - Scanlon plan
  - Towne's plan
  - 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?
- Extended SB
  - Enhanced SB
  - Permanent SB
  - 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?
- E-HRM
  - HRIS
  - EPM
  - SSHR
100. Name the system which broadly covers two functions, namely, applicant tracking and hiring management?
- E-HRM
  - E-Compensation
  - E-Recruitment
  - E-Coaching

\*\*\*\*\*

### MODEL ANSWER

Question	Answer	Question	Answer	Question	Answer	Question	Answer
1	b	26	c	51	a	76	a
2	c	27	b	52	c	77	c
3	b	28	d	53	b	78	a
4	b	29	d	54	d	79	c
5	b	30	c	55	a	80	c
6	b	31	d	56	b	81	a
7	a	32	c	57	a	82	d
8	b	33	b	58	d	83	a
9	c	34	c	59	c	84	b
10	c	35	b	60	d	85	d
11	c	36	d	61	c	86	d
12	c	37	a	62	c	87	a
13	d	38	b	63	c	88	d
14	a	39	d	64	d	89	b
15	d	40	d	65	b	90	d
16	d	41	b	66	a	91	a
17	c	42	b	67	c	92	c
18	b	43	a	68	c	93	b
19	d	44	b	69	c	94	c
20	a	45	a	70	b	95	d
21	b	46	d	71	a	96	d
22	a	47	c	72	c	97	a
23	a	48	d	73	b	98	c
24	b	49	b	74	a	99	b
25	d	50	a	75	c	100	c

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