

## FINAL ANSWER KEY

Question Paper Code:	46/2026/OL
Category Code:	464/2024
Exam:	Senior Manager(HRD)
Date of Test	17-03-2026
Department	Kerala Co-operative Milk Marketing Federation (KCMMF Limited)

Question1:-When an office introduces a new monitoring system, they notice an initial drop in staff performance. What should be the administrator's best analytical interpretation?

- A:-The new system is ineffective
- B:-The staff lack competency
- C:-There is a transitional adjustment period
- D:-Supervision is too lenient

Correct Answer:- Option-C

Question2:-Which of the following is applicable to registration of a company for charitable purposes under sec 8 of the Companies Act 2013?

- A:-The company prohibit the payment of dividend to its members
- B:-Even a single individual can register a company under this act
- C:-The funds and properties of the dissolved company can be distributed among the members of the company
- D:-The company should be registered under the District Charity commissioner

Correct Answer:- Option-A

Question3:-Niramaya health insurance project by the Kerala state Social Justice department serves

- A:-Transgender
- B:-Scheduled caste and Scheduled tribe members

C:-Aged people

D:-Differently abled

Correct Answer:- Option-D

Question4:-A social welfare administrator is evaluating the effectiveness of a new after-school program designed to support at-risk youth. The program's goals include improving academic performance, reducing truancy, and providing positive recreational activities. Which of the following evaluation methods would best assess whether the program is meeting these goals?

A:-Conducting interviews with parents to gather feedback on their children's progress

B:-Comparing the program's costs to similar programs in the area

C:-Reviewing media coverage to gauge community awareness of the program's success

D:-Collecting pre-and post-program academic performance data and attendance records, along with surveys from participants on their experiences.

Correct Answer:- Option-D

Question5:-An organisation shifts from role-based job descriptions to competency architecture aligned with future capabilities. This reflects :

A:-Behavioural control model

B:-Competency-based strategic workforce architecture

C:-Scientific management revival

D:-Job simplification strategy

Correct Answer:- Option-B

Question6:-According to the Juvenile Justice (Care and Protection of Children) Act 2015, placement of person, who cease to be a child during process of inquiry is that

A:-the inquiry may be continued by the Board and orders may be passed in respect of such person as an Adult.

B:-The inquiry may be continued by the Board and orders may be passed in respect of such person as if such person as if such person had continued to be a child

C:-The enquiry will be handed over to the regular courts

D:-None of the above

Correct Answer:- Option-B

Question7:-A subjective, informed, and influential standpoint in ethnography is known as :

A:-Etic perspective

B:-Emic Perspective

C:-Artificial Perspective

D:-None of the above

Correct Answer:- Option-B

Question8:-A new HR manager discovers that decisions in the agency are being made informally by senior staff rather than through formal structures. Which administrative concept is most relevant here?

A:-Span of control

B:-Informal organization

C:-Decentralization

D:-Scientific management

Correct Answer:- Option-B

Question9:-An organisation introduces skill-based pay and broad banding structures. The primary theoretical justification for this move is :

A:-Reinforcement of hierarchical rigidity

B:-Reduction of internal equity concerns

C:-Elimination of performance measurement systems

D:-Encouragement of lateral capability development and organisational flexibility

Correct Answer:- Option-D

Question10:-Which of the following best captures the paradigmatic shift from traditional Personnel Management to Strategic HRM?

A:-Replacement of labour welfare with payroll automation

B:-Movement from administrative control to strategic integration of human capital with competitive advantage

C:-Shift from trade union negotiation to grievance Redressal mechanisms

D:-Emphasis on legal compliance rather that productivity

Correct Answer:- Option-B

Question11:-Poshan Tracker App launched as part of the Poshan Abhiyaan calculates Anaemia in Adolescent girl as

A:-Haemoglobin level should be below 10.5g/dL

B:-Haemoglobin level should be below 8g/dL

C:-Haemoglobin level should be below 15g/dL

D:-Haemoglobin level should be below 12g/dL

Correct Answer:- Option-D

Question12:-Which article in the 1989 convention of the rights of the Child by the United Nations stipulate that, when the separation of a child from the parent(s) results from any action initiated by a State party, such as the detention, imprisonment, exile, deportation or death (including death arising from any cause while the person is in the custody of the State) of one or both parents or of the Child, that State Party shall, upon request, provide the parents, the child or, if appropriate, another member of the family with the essential information concerning the whereabouts of the absent member(s) of the family unless the provision of the information would be detrimental to the well-being of the child.

A:-Article 31

B:-Article 9

C:-Article 12

D:-Article 22

Correct Answer:- Option-B

Question13:-A social worker uses digital platforms to provide tele-counselling to rural elderly clients while ensuring data protection and informed consent. This innovation primarily raises which professional concern?

A:-Replacement of ethics by technology

B:-Digital divide and ethical use of technology

C:-Elimination of confidentiality norms

D:-Deprofessionalisation of social work

Correct Answer:- Option-B

Question14:-Community -based rehabilitation (CBR) for persons with disabilities represents a shift from :

A:-Social development to philanthropy

B:-Institutionalisation to community inclusion and participation

C:-Rights-based approach to charity

D:-Advocate to clinical diagnosis

Correct Answer:- Option-B

Question15:-A social worker designing interventions for LGBTQI+youth uses intersectionality as a framework. This implies that :

A:-Sexual orientation is the only relevant identity marker

B:-Identities operate independently of social structures

C:-Multiple axes of identity and power shape lived experiences simultaneously

D:-Cultural factors are irrelevant in professional practice

Correct Answer:- Option-C

Question16:-Assertion (A) : The evolution of HRM in India reflects a transition from welfare-oriented labour administration to strategic human capital management.  
Reason (R) : Economic liberalisation in the 1990s increased global competition and performance accountability.

A:-Both A and R are true, and R correctly explains A.

B:-Both A and R are true, but R is not the correct explanation of A.

C:-A is true, but R is false.

D:-A is False, but R is true.

Correct Answer:- Option-A

Question17:-Consider the following statements :

1. Strategic HRM assumes human capital is a source of sustained competitive advantage.
2. Personnel management views labour primarily as a variable cost.
3. Contemporary HR analytics eliminates the need for managerial judgement.

4. High-performance work systems (HPWS) link HR practices to organisational outcomes.

Which of the above are correct?

A:-1 and 4 only

B:-1, 2 and 4 only

C:-2 and 3 only

D:-1, 2, 3 and 4

Correct Answer:- Option-B

Question18:-Which of the following reflects a systems-based understanding of performance management?

A:-Viewing performance solely as Individual productivity

B:-Using forced ranking to eliminate low performers

C:-Linking individual KPIs to team goals and organisational strategy through cascading objectives

D:-Conducting appraisal interviews once a year

Correct Answer:- Option-C

Question19:-An organisation facing automation risk conducts scenario planning and reskilling forecasts to anticipate workforce redeployment. This reflects :

A:-Replacement planning

B:-Transitional workforce analytics and strategic workforce modelling

C:-Static manpower budgeting

D:-Incremental hiring strategy

Correct Answer:- Option-B

Question20:-Which theoretical perspective most strongly informs rights-based interventions with Dalit and Tribal communities?

A:-Psychodynamic theory

B:-Structural and critical theory

C:-Behaviour modification theory

D:-Systems theory limited to family units

Correct Answer:- Option-B

Question21:-Which of the following is considered a latent structural cause rather than an immediate trigger of industrial disputes?

A:-Sudden wage cut announcement

B:-Long-standing absence of grievance redressal machinery

C:-Declaration of illegal lockout

D:-Suspension of a worker for misconduct

Correct Answer:- Option-B

Question22:-In a recent Kerala High Court decision on the scope of Labour Court Jurisdiction (2026), the Court held that where a government reference is confined to the justification of retrenchment, the Labour Court :

A:-May independently examine the legality of closure as an incidental question.

B:-May adjudicate any connected industrial issue under its plenary powers

C:-Cannot examine the bonafides or legality of closure beyond the terms of reference.

D:-Must convert the reference into a comprehensive industrial dispute inquiry.

Correct Answer:- Option-C

Question23:-Which of the following is most likely to produce intermittent rather than continuous industrial unrest?

A:-Structural wage inequality across grades

B:-Poor communication climate

C:-Seasonal workload fluctuations in absence of workforce planning

D:-Ideological union rivalry

Correct Answer:- Option-C

Question24:-The binding nature of a settlement arrived during conciliation extends to :

A:-Only parties to dispute

B:-Only future employees

C:-Only union members

D:-All workmen in establishment

Correct Answer:- Option-D

Question25:-The decision in Kerala State Electricity Board v. Presiding Officer, Labour Court is most frequently cited in Kerala labour jurisprudence for clarifying :

A:-The limits of Labour Court's power in reappraisal of domestic enquiry

B:-The definition of public utility service

C:-The legality of political strikes

D:-The binding nature of private settlements

Correct Answer:- Option-A

Question26:-Which classification error is most commonly committed while analysing labour welfare programmes in Indian factories?

A:-Treating statutory welfare as part of working conditions

B:-Confusing extramural welfare with social security

C:-Classifying mental health initiatives under curative welfare only

D:-Treating safety measures as productivity tools

Correct Answer:- Option-C

Question27:-Which of the following combinations is most likely to produce hidden deterioration in employee wellness despite formal welfare compliance?

A:-High statutory compliance + high job control

B:-High wages + high work intensification + low recover time

C:-Strong union presence + participative management

D:-Effective grievance redressal + low overtime

Correct Answer:- Option-B

Question28:-A platform-based logistics company (clearly falling within "industry") provides high pay but no structured fatigue monitoring. Workers collectively demand algorithm transparency and rest protocols. Which interpretation BEST reflects the future trajectory of Indian labour welfare jurisprudence?

A:-Demand is outside labour welfare because wages are high

B:-Digital work intensification may legitimately attract welfare scrutiny

C:-Platform work automatically excludes welfare obligations

D:-Only statutory benefits can be demanded in industrial disputes

Correct Answer:- Option-B

Question29:-In an engineering unit, investigation after repeated minor injuries reveals :

- safety manuals are updated annually
- PPE is supplied
- risk assessments exist but have not been reviewed after automation changes
- supervisors meet production targets aggressively

Which diagnosis is MOST defensible under modern safety management principles?

A:-Adequate safety system exists; injuries are random

B:-Behaviour-based safety failure is primary

C:-Static compliance model has failed to keep pace with dynamic risk

D:-PPE non-use by workers is the dominant cause

Correct Answer:- Option-C

Question30:-Consider the following statements about the maternity benefit (Amendment) Act, 2017

I. Women are entitled to 26 weeks of paid maternity leave for the first two children.

II. The amendment introduced childcare breaks for women up to the age of 6 years of the child.

III. Adoption leave of 12 weeks is available to male employees.

A:-III only

B:-II only

C:-I, II and III

D:-I only

Correct Answer:- Option-D

Question31:-Under the Maternity Benefit (Amendment) Act, 2017 which of the following statements regarding the entitlement of a female employee in INCORRECT?

A:-A woman with fewer than two surviving children is entitled to 26 weeks of paid maternity leave.

B:-The maximum period of leave that can be availed prior to the expected date of delivery is 8 weeks for the first two children

C:-A woman who legally adopts a child below the age of three months is entitled to 12 weeks of maternity leave from the date of adoption.

D:-Establishments employing 20 or more employees are mandated to provide a crèche facility

Correct Answer:- Option-D

Question32:-According to the Code on Social Security, 2020 (as amended), if an employer fails to pay the employee's contribution that has been deducted from the employee's wages, the penalty for such an offence is :

A:-Imprisonment upto 6 months and a fine upto Rs. Fifty thousands only

B:-Imprisonment of not less than one year and a fine of one lakh rupees

C:-Only a fine of Rs. 10,000 and one year imprisonment

D:-No penalty, only rectification of the default within 30 days

Correct Answer:- Option-B

Question33:-Consider the following statements regarding gratuity under the new Code on Social Security:

- I. Fixed-term employees are eligible for gratuity after one year of service.
- II. Regular employees still need five years of service to qualify for gratuity.
- III. Gratuity has been abolished under the new social security framework.

A:-I and II only

B:-I and III only

C:-II and III only

D:-I, II and III

Correct Answer:- Option-A

Question34:-Consider the following statements regarding the Hawthorne Effect :  
I. It suggests that productivity increases solely due to physical working conditions.  
II. It highlights the significance of social and psychological factors at work.

III. It laid the foundation for the Human Relations Movement.

A:-I only

B:-II and III only

C:-I and III only

D:-I, II and III

Correct Answer:- Option-B

Question35:-Which leadership style is most consistent with the Path-Goal Theory proposed by Robert House?

A:-Trait-based universal leadership

B:-Charismatic authority

C:-Bureaucratic control

D:-Situational adaptation to subordinate needs

Correct Answer:- Option-D

Question36:-Regarding Transactional vs Transformational Leadership :

I. Transactional leadership relies on contingent reward systems.

II. Transformational leadership focuses on inspiring higher-order needs.

III. Transactional leadership eliminates the need for monitoring.

A:-I and II only

B:-II and III only

C:-I only

D:-I, II and III

Correct Answer:- Option-A

Question37:-Arrange the stages in the General Adaptation Syndrome (GAS) model proposed by Hans Selye.

A. Resistance

B. Alarm

C. Exhaustion

A:-A → B → C

B:-B → C → A

C:-B → A → C

D:-A → C → B

Correct Answer:- Option-C

Question38:-Which personality framework classifies personality into Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism?

A:-Myers-Briggs Type Indicator

B:-Big Five Model

C:-Psychoanalytic Theory

D:-Social Learning Theory

Correct Answer:- Option-B

Question39:-Which of the following are commonly used Organizational Development (OD) interventions?

1. Sensitivity Training
2. Management by Objectives
3. Team Building
4. Process Consultation

Select the correct answer using the code below :

A:-1, 3 and 4 only

B:-2 and 3 only

C:-1 and 4 only

D:-1, 2, 3 and 4

Correct Answer:- Option-A

Question40:-With reference to Resistance to Change, consider the following statements :

1. Resistance to change always indicates poor organizational culture.
2. Fear of economic loss can be a source of individual resistance.
3. Structural inertia can contribute to organizational resistance.

Which of the statements given above is/are correct?

A:-2 only

B:-2 and 3 only

C:-1 and 3 only

D:-1, 2 and 3

Correct Answer:- Option-B

Question41:-A department introduces a performance-linked incentive system. Senior employees, though not openly opposing it, slow down file movement and avoid active participation in review meetings. Informal conversations reveal fear of reduced influence and loss of established privileges.

Which of the following best explains this form of resistance?

A:-Cognitive dissonance arising from information overload

B:-Structural inertia embedded in formal rules and procedures

C:-Perceived threat to power, status, and established informal networks

D:-Lack of technological competence among senior employees

Correct Answer:- Option-C

Question42:-Retrenchment compensation is primarily intended to :

A:-Penalize employers for downsizing

B:-Provide financial relief to workers displaced for reasons other than disciplinary action

C:-Reward long service irrespective of termination reason

D:-Substitute gratuity payment

Correct Answer:- Option-B

Question43:-Which of the following best distinguishes registration from recognition of a trade union?

A:-Registration is compulsory; recognition is automation

B:-Registration grants legal status; recognition grants bargaining rights

C:-Registration is granted by employer; recognition by Registrar

D:-Registration applies only to public sector

Correct Answer:- Option-B

Question44:-Overtime wages in factories are generally calculated at :

A:-Ordinary rate of wages

B:-Fixed government allowance

C:-One and half times the minimum wage only

D:-Twice the ordinary rate of wages

Correct Answer:- Option-D

Question45:-For determining equal remuneration, the decisive factor is :

A:-Job designation

B:-Length of service

C:-Nature of duties performed

D:-Collective bargaining strength

Correct Answer:- Option-C

Question46:-Compensation under Section 25C of Industrial Disputes Act is payable to a laid-off workman only if he has completed :

A:-120 days of continuous service

B:-240 days of continuous service in the preceding 12 months

C:-1 year of service irrespective of continuity

D:-6 months of uninterrupted service

Correct Answer:- Option-B

Question47:-An employer offers alternative employment in another establishment 8 miles away from the original unit. The workman refuses. Is compensation payable?

A:-Yes, because establishment exceeds the statutory radius

B:-No, because both belong to same employer

C:-No, because wages are same

D:-Yes, only if government approves

Correct Answer:- Option-A

Question48:-A trade union approaches authorities to resolve a wage dispute before going on strike. Which labour administrative mechanism should be activated first?

A:-Adjudication

B:-Arbitration

C:-Conciliation

D:-Criminal prosecution

Correct Answer:- Option-C

Question49:-Which of the following statement is/are NOT correct about the origin of the ILO?

A. The ILO was originally established as part of the League of Nations system.

B. It was created as part of the Treaty of Versailles.

C. The ILO was established primarily to regulate international trade tariffs between industrialized nations.

D. The creation of ILO was linked to the post World War I.

A:-A & D

B:-B & C

C:-B only

D:-C only

Correct Answer:- Option-D

Question50:-**Direction:** Refer the following statements marked as Assertion (A) and Reason (R). Mark your answer as per the codes provided below :

**Assertion (A) :** Decisions of Kerala's Industrial Relations Committees are legally binding.

**Reason (R) :** IRCs include equal representation from employers and workers to ensure fairness.

A:-Both A and R are true and R explains A

B:-Both A and R are true but R does not explain A

C:-A is true but R is false

D:-A is false but R is true

Correct Answer:- Option-D

Question51:-Human Resource Manager acts as

A:-Liaison man

B:-Information Source

C:-House-Keeper

D:-Change Agent

Correct Answer:- Option-D

Question52:-A detailed list of employees with information about their background is called

A:-HR Inventory

B:-HRIS

C:-HR Research

D:-Knowledge Bank

Correct Answer:- Option-A

Question53:-Which of the following statement is/are correct about the scope of personnel management

(i) The welfare aspects concerned with working conditions and amenities.

(ii) The labour or personnel aspect concerned with recruitment, placement, compensation, promotion, incentives, productivity etc.

(iii) The industrial relations aspects concerned with trade union, negotiation, settlement of industrial disputes, joint consultation and collective bargaining.

A:-Only (ii & iii)

B:-Only (i & iii)

C:-Only (i & ii)

D:-All of the above (i, ii & iii)

Correct Answer:- Option-D

Question54:-Which of the following statement is/are true about the Human Resource Management

(i) Quality of human resources influences the efficiency of other resources

(ii) Human Resource Management is universal and inter-disciplinary process

(iii) Human Resource Management has been accepted now as a profession

A:-Only (ii & iii)

B:-Only (i & iii)

C:-Only (i & ii)

D:-All of the above (i, ii & iii)

Correct Answer:- Option-D

Question55:-Statement I : Human Resource Management is quite wide in scope comprising personnel welfare, industrial relations and other aspects  
Statement II : Human Resource Management in India evolved through the statutory stage, administrative stage, welfare stage and development stage

A:-Both statement I and II are correct

B:-Both statement I and II are not correct

C:-Statement I is correct but II is not correct

D:-Statement II is correct but I is not correct

Correct Answer:- Option-A

Question56:-\_\_\_\_\_ is meant for listing each key position and indicating time when it is likely to be vacated

A:-Human Resource Audit

B:-Replacement Chart

C:-Employment Plan

D:-Management Inventory

Correct Answer:- Option-B

Question57:-\_\_\_\_\_ is the process of studying and collecting information relating to the operation and responsibilities of a specific job

A:-Job analysis

B:-Job description

C:-Job specification

D:-Job evaluation

Correct Answer:- Option-A

Question58:-The statistical tools for human resource planning are

(a) Ratio analysis

(b) Trend analysis

(c) Econometric model

(d) Regression analysis

(e) Bureks-Smith Model

Select the correct code.

A:-(a), (c), (d) only

B:-(a), (b), (c), (d) only

C:-(c), (d), (e) only

D:-(a), (b), (c), (d) and (e)

Correct Answer:- Option-D

Question59:-Training is

A:-Short term

B:-Job specific

C:-Reactive Process

D:-All the above

Correct Answer:- Option-B

Question60:-Statement I : Attitudinal training is significant in Service Industry as job training.

Statement II : Development of right attitudes is as important as improvement of knowledge and skills.

Statement III : Training and Development are synonymous.

A:-Statement I and III are correct II is incorrect

B:-Statement I and II are correct III is incorrect

C:-Statement I, II & III is correct

D:-Statement II and III is incorrect but I is correct

Correct Answer:- Option-B

Question61:-Which approach combines elements of the traditional rating scales and critical incident method?

A:-BARS

B:-Graphic rating scale

C:-Field Review

D:-Critical incidents

Correct Answer:- Option-A

Question62:-\_\_\_\_\_ is the process of advising and assisting employees in identifying and removing obstacles to effective performance

A:-Performance Appraisal

B:-Performance Counselling

C:-Potential appraisal

D:-Performance Review

Correct Answer:- Option-B

Question63:-On-the-job training is the most effective method of training the employees because it is in complete accord with the

(a) Law of readiness

(b) Law of exercise

(c) Law of effect

Select the correct code.

A:-(c), (a) only

B:-(a) only

C:-(c), (b) only

D:-(a), (b) and (c)

Correct Answer:- Option-D

Question64:-Which of the following statements are correct regarding incentive plan?

(i) Incentive plans aim to increase employee productivity.

(ii) All incentive plans guarantee equal rewards irrespective of performance.

(iii) Incentives can be financial or non-financial.

A:-Only (i) & (iii)

B:-Only (ii)

C:-Only (i) & (ii)

D:-All of the above

Correct Answer:- Option-A

Question65:-Which of the following best reflects the principle of internal equity in wage administration?

A:-Paying wages strictly based on market rates

B:-Paying equal wages to all employees

C:-Fixing wages based on the relative worth of jobs within the organisation

D:-Fixing wages based on trade union pressure

Correct Answer:- Option-C

Question66:-Which method of wage payment is most appropriate when output can be easily measured, and management aims to maximise productivity?

A:-Time Rate System

B:-Piece Rate System

C:-Salary System

D:-Seniority-Based System

Correct Answer:- Option-B

Question67:-Which of the following is an example of a fringe benefit?

A:-Basic pay

B:-Bonus linked to productivity

C:-Provident Fund Contribution

D:-Overtime Wages

Correct Answer:- Option-C

Question68:-**Assertion (A)** : Profit-sharing plans improve employee commitment.

**Reason (R)** : Profit-sharing links employee rewards to organisational performance

A:-Both A and R are true, and R is the correct explanation of A.

B:-Both A and R are true, but R is not the correct explanation of A.

C:-A is true, but R is false

D:-A is false, but R is true

Correct Answer:- Option-A

Question69:-Which of the following statements are correct about dispute settlement machinery?

(i) It includes conciliation and arbitration.

(ii) It aims at preventing and resolving industrial disputes.

(iii) It replaces collective bargaining entirely.

A:-Only (i) & (ii)

B:-Only (iii)

C:-Only (ii) & (iii)

D:-All of the above

Correct Answer:- Option-A

Question70:-An employee interprets a neutral remark by a manager as criticism due to past negative experiences. This primarily relates to :

A:-Learning

B:-Perception

C:-Motivation

D:-Leadership

Correct Answer:- Option-B

Question71:-Which model of Organizational Behaviour is characterized by a managerial focus on providing high job security and extensive fringe benefits, resulting in employees becoming psychologically dependent on the organization for their well-being?

A:-Autocratic Model

B:-Custodial Model

C:-Supportive Model

D:-Collegial Model

Correct Answer:- Option-B

Question72:-Which of the following statements are correct regarding workers' participation in management?

(i) It strengthens industrial democracy.

(ii) It transfers complete decision-making authority to workers.

(iii) It may improve organisational commitment.

A:-Only (i) & (iii)

B:-Only (ii)

C:-Only (i)

D:-All of the above

Correct Answer:- Option-A

Question73:-According to Transactional Analysis, ineffective communication occurs primarily when:

- A:-Adult ego state dominates
- B:-Complementary transactions occur
- C:-Crossed transactions occur
- D:-Feedback is open

Correct Answer:- Option-C

Question74:-Which of the following is a reactive rather than preventive industrial relations mechanism?

- A:-Collective bargaining
- B:-Grievance procedure
- C:-Strike
- D:-Joint consultation

Correct Answer:- Option-C

Question75:-Which of the following statements about the Johari Window are correct?

- (i) It enhances self-awareness.
- (ii) It promotes interpersonal understanding.
- (iii) It eliminates personality differences.

- A:-Only (i) & (ii)
- B:-Only (iii)
- C:-Only (ii)
- D:-All of the above

Correct Answer:- Option-A

Question76:-The Social Security Code primarily expands coverage by :

- A:-Restricting benefits to permanent employees only
- B:-Including gig and platform workers
- C:-Eliminating provident fund schemes
- D:-Removing maternity benefits

Correct Answer:- Option-B

Question77:-An organization using the replacement cost method reports significantly higher human asset values during periods of labor scarcity. This most critically indicates :

A:-Increased historical investment in employees

B:-Market-driven volatility in valuation

C:-Improved employee productivity

D:-Compliance with accounting standards

Correct Answer:- Option-B

Question78:-The opportunity cost approach in HRA is most vulnerable to criticism because it :

A:-Ignores replacement value

B:-Depends on internal bidding between departments

C:-Uses historical cost

D:-Eliminates subjectivity

Correct Answer:- Option-B

Question79:-Raising the threshold for prior government approval for layoffs under the Industrial Relations Code may most directly impact :

A:-Trade union formation

B:-Employer flexibility in workforce restructuring

C:-Minimum wage enforcement

D:-Occupational safety compliance

Correct Answer:- Option-B

Question80:-According to Herzberg, improving salary without enhancing job enrichment is likely to :

A:-Increase intrinsic motivation permanently

B:-Eliminate dissatisfaction but not create satisfaction

C:-Guarantee long-term commitment

D:-Replace the need for recognition

Correct Answer:- Option-B

Question81:-An individual requires a limited amount of food but he requires it every day. This is an example of :

A:-Physiological Needs

B:-Safety Needs

C:-Social Needs

D:-Esteem Needs

Correct Answer:- Option-A

Question82:-An organisation designed on the basis of this Theory is characterised by decentralisation of authority, job enrichment, participative leadership and two-way communication system

A:-Theory X

B:-Theory Y

C:-Theory Z

D:-Adam's Equity Theory

Correct Answer:- Option-B

Question83:-The mental condition or attitude of individuals and groups which determine their willingness to cooperate :

A:-Motivation

B:-Leadership

C:-Satisfaction

D:-Morale

Correct Answer:- Option-D

Question84:-The extent to which a person believes that his effort will lead to high performance and the possibility that a particular action will lead to the first level outcome is referred to as :

A:-Instrumentality

B:-Valence

C:-Expectancy

D:-Equity

Correct Answer:- Option-C

Question85:-The work that a manager performs to inspire, encourage and impel people to accomplish desired goals is :

A:-Morale

B:-Direction

C:-Motivation

D:-Controlling

Correct Answer:- Option-C

Question86:-The activity of influencing people to strive willingly for group objectives

A:-Planning

B:-Organising

C:-Coordinating

D:-Leadership

Correct Answer:- Option-D

Question87:-This leader keeps the followers informed about matters affecting them and provides freedom of thinking and expression.

A:-Democratic leader

B:-Free-rein leader

C:-Benevolent leader

D:-Autocratic leader

Correct Answer:- Option-A

Question88:-This leader essentially agrees with status quo and strives to maintain it.

A:-Charismatic leader

B:-Noncharismatic leader

C:-Servant leader

D:-Consultative leader

Correct Answer:- Option-B

Question89:-In the Managerial Grid development by Blake and Mouton, X-axis represents:

A:-Concern for production

B:-Concern for people

C:-High structure

D:-Low structure

Correct Answer:- Option-A

Question90:-Such leaders love power and never delegates authority:

A:-Participative leader

B:-Laissez-faire leader

C:-Benevolent Leader

D:-Autocratic leader

Correct Answer:- Option-D

Question91:-Organizational change refers to :

A:-Maintaining status quo

B:-Moving from current state to a desired future state

C:-Increasing employee salaries

D:-Changing only technology

Correct Answer:- Option-B

Question92:-The Systems Model views organisation as :

A:-Independent departments

B:-A closed structure

C:-An interconnected set of subsystems

D:-A profit center

Correct Answer:- Option-C

Question93:-Business Process Re-engineering emphasizes :

A:-Incremental improvement

B:-Radical redesign of processes

C:-Status quo

D:-Cultural stability

Correct Answer:- Option-B

Question94:-Lewin's first stage of change is :

A:-Refreezing

B:-Changing

C:-Unfreezing

D:-Implementing

Correct Answer:- Option-C

Question95:-External change may arise due to :

A:-Internal training

B:-Government regulations

C:-Employee motivation

D:-Leadership style

Correct Answer:- Option-B

Question96:-RIASEC model includes :

A:-Realistic, Investigative, Artistic, Social Enterprising, Conventional

B:-Rational, Intellectual, Artistic, Social, Ethical, Creative

C:-Responsible, Innovative, Active, Skilled, Effective, Creative

D:-None of the above

Correct Answer:- Option-A

Question97:-Expectancy theory linking performance and rewards was proposed by :

A:-Herzberg

B:-Maslow

C:-Vroom

D:-Schein

Correct Answer:- Option-C

Question98:-Succession planning aims to :

A:-Increase salaries

B:-Identify and develop future leaders

C:-Recruit externally

D:-Reduce workforce

Correct Answer:- Option-B

Question99:-Career development refers to :

A:-One-time promotion

B:-Continuous acquisition of skills and competencies

C:-Retirement planning

D:-Salary increment

Correct Answer:- Option-B

Question100:-Career management is defined as:

A:-Recruitment planning

B:-Aligning individual career goals with organisational opportunities

C:-Salary administration

D:-Workforce reduction

Correct Answer:- Option-B