

# **IRPM**

## **MODEL QUESTIONS**

### **Unit – I, II & V**

1. Peaceful industrial relations denote:
  - (a) Absence of strike and lockout.
  - (b) Emphasis on bipartitism.
  - (c) Co-operation between the parties.
  - (d) All the above
2. Result of conciliation is:
  - (a) award
  - (b) agreement
  - (c) settlement
  - (d) all the above
3. Which of the following methods has not been given a statutory form in India?
  - (a) Conciliation
  - (b) Mediation
  - (c) Voluntary Arbitration
  - (d) Adjudication
4. I R Machinery consists of:
  - (a) Trade unions
  - (b) Conciliation
  - (c) Conciliation and adjudication
  - (d) All the above
5. Outcome of adjudication is:
  - (a) Settlement
  - (b) Award
  - (c) Agreement
  - (d) None of the above
6. Exclusive Legislation enacted for Women:
  - (a) Minimum Wages Act, 1948
  - (b) Payment of Wages Act, 1936
  - (c) Maternity Benefit Act, 1961
  - (d) Employees compensation Act, 1923
7. Which of the following is not Welfare Legislation?
  - (a) EPF Act (FP) Act, 1952
  - (b) Coal Mines L W Fund Act, 1947
  - (c) Mica Mines Labour Welfare Fund Act, 1946
  - (d) Iron Ore Mines Labour Welfare Fund Act, 1961
8. Which body enacts labour legislation in India?
  - (a) Central Govt. only
  - (b) State Govt. only
  - (c) Both the State & Central Govt.
  - (d) None of the above

9. Labour laws are interpreted according to:
  - (a) Prevailing conditions in the area.
  - (b) Principles of labour legislation.
  - (c) Court direction.
  - (d) All of the above.
10. Labour Administration includes:
  - (a) Office of Labour Commissioner
  - (b) Regional Labour Commissioner
  - (c) Factories & Baiters' Office
  - (d) All the above
11. Model grievance procedure was formulated by:
  - (a) ILO
  - (b) National Commission of Labour
  - (c) Tripartite sub-committee of Indian Labour Conference
  - (d) None of the above
12. Model grievance procedure was drafted in the ILC session of:
  - (a) 15<sup>th</sup> Session of ILC, 1957
  - (b) 16<sup>th</sup> Session of ILC, 1958
  - (c) 17<sup>th</sup> Session of ILC, 1959
  - (d) 18<sup>th</sup> Session of ILC, 1960
13. Maximum bonus for industrial workers:

(a) 6 %	(c) 10 %
(b) 8.33 %	(d) 20 %
14. Which one is concerned with fixation and revision of salary?
  - (a) National Commission of Labour
  - (b) Royal Commission of Labour
  - (c) Pay Commission
  - (d) Shri Krishna Commission
15. Protected Workman is coined in:
  - (a) Factories Act, 1948
  - (b) Mines Act, 1952
  - (c) Trade Union Act, 1926
  - (d) I.D. Act, 1947

### **Unit – III**

1. The company's HR team is responsible for:
  - (a) Training of Supervisors
  - (b) Training the Employees
  - (c) Monitor the appraisal system effectively
  - (d) All of the above

2. The rating of all employees equal such as good is called:
  - (a) Lenient Tendency
  - (b) Strict Tendency
  - (c) Central Tendency
  - (d) Biasing Tendency
3. All incentive plans are surely:
  - (a) Pay for skill
  - (b) Pay for knowledge
  - (c) Pay for performance
  - (d) Pay for tenure
4. Lewin's process consists of:
  - (a) Unfreezing Stage
  - (b) Moving Stage
  - (c) Re-freezing Stage
  - (d) All of the above
5. The 'job enrichment' means:
  - (a) Redesigning jobs of workers
  - (b) Assigning additional activities to workers
  - (c) Moving workers from one job to the other
  - (d) None of the above
6. Supply of services by outside vendors that are done by in-house employees previously is:
  - (a) Out sourcing
  - (b) Off shoring
  - (c) Alternative staffing
  - (d) None of the above
7. Personnel plan requires forecast of:
  - (a) Personnel needs
  - (b) Supply of inside candidates
  - (c) Supply of outside candidates
  - (d) All of the above
8. HR plans of any Organization does not include:
  - (a) Personal plans
  - (b) Production plans
  - (c) Compensation plans
  - (d) Training and development plans
9. When employee's high expectations confront the reality of the boring job, it is called:
  - (a) Promotions
  - (b) Transfers
  - (c) Reality shock
  - (d) Formal training

10. In traditional focus, providing opportunities for learning is part of:
- (a) Training and development
  - (b) Performance appraisal
  - (c) Recruitment and placement
  - (d) Human resource planning

#### **Unit – IV**

1. Behavioural School of Management thought focuses on:
  - (a) The role of management at the work place.
  - (b) The role of T.U. at the work place.
  - (c) The people deserve to be the central focus of organized activity.
  - (d) The role of top management in strategic planning on the Organization.
2. The “Managerial Grid” was developed by the Researchers of the:
  - (a) New York University
  - (b) Cornell University
  - (c) University of Michigan
  - (d) University of Chicago
3. According to Contingency Approach Leadership style depends upon:
  - (a) The nature of the Leader.
  - (b) The nature of the Work.
  - (c) The nature of the Management.
  - (d) The different types of situation and circumstances.
4. Human Relations Skill of the Management is improved through:
  - (a) Sensitivity training
  - (b) In basket exercise
  - (c) Management game
  - (d) None of these
5. Theory ‘ 2 ’ was propounded by:
  - (a) Douglas Mc Gregor
  - (b) Renis Likert
  - (c) Robert Blake
  - (d) William Ouchi
6. Relay Assembly Test was done by:
  - (a) F. W. Taylor
  - (b) Max Weber
  - (c) Elton Mayo
  - (d) Henry Fayol

7. Intra Psychic Theory was contributed by:
  - (a) Karl Jung
  - (b) Sigmund Freud
  - (c) Alderfer Clayton
  - (d) J. Adams
8. Reinforcement is key to learning process under which of the following learning process?
  - (a) Social Learning
  - (b) Operant Conditioning
  - (c) Cognitive Learning
  - (d) Observation Learning
9. A personality dimension describing someone who is sociable, lively, impulsive and emotionally expressive is known as:
  - (a) Introversion
  - (b) Self – Esteem
  - (c) Charisma
  - (d) Extroversion
10. The ability to work with understanding and motivating other people both individually and in group is known as:
  - (a) Conceptual Skill
  - (b) Human Skill
  - (c) Technical Skill
  - (d) Perceptual Skill

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# **ANSWER KEYS**

## **IRPM**

<b>UNIT - I UNIT - II UNIT - V</b>	1. (d)	2. (c)	3. (b)	4. (c)	5. (b)
	6. (c)	7. (a)	8. (c)	9. (b)	10. (d)
	11. (c)	12. (a)	13. (d)	14. (c)	15. (d)
<b>UNIT - III</b>	1. (c)	2. (c)	3. (c)	4. (d)	5. (a)
	6. (a)	7. (d)	8. (b)	9. (c)	10. (a)
<b>UNIT - IV</b>	1. (c)	2. (c)	3. (d)	4. (a)	5. (d)
	6. (c)	7. (b)	8. (b)	9. (c)	10. (d)