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**TEST BOOKLET**

Sl. No.

0390

**Subject Code : 15**

**Subject : IRPM**

**LECTURERS FOR NON-GOVT. AIDED COLLEGES OF ODISHA**

**Time Allowed : 2 Hours**

**Maximum Marks : 150**

**: INSTRUCTIONS TO CANDIDATES :**

1. IMMEDIATELY AFTER THE COMMENCEMENT OF THE EXAMINATION, YOU SHOULD CHECK THAT THIS TEST BOOKLET CONTAINS 15 PAGES AND DOES NOT HAVE ANY UNPRINTED OR TORN OR MISSING PAGES OR ITEMS ETC. IF SO, GET IT REPLACED BY A COMPLETE TEST BOOKLET.
2. You have to enter your **Roll No.** on the Test Booklet in the Box provided alongside. DO NOT write anything else on the Test Booklet.  

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3. The Test Booklet contains **100** questions. Each question comprises four answers. You have to select the correct answer which you want to mark (darken) on the **Answer Sheet (OMR Sheet)**. In any case choose **ONLY ONE** answer for each question. If more than one answer is darkened, it will be considered as wrong.
4. You have to mark (darken) all your answers only on the **OMR Answer Sheet using BLACK BALL POINT PEN** provided by the State Selection Board. You have to do rough work only in the space provided at the end of the Test Booklet. See instructions in the Answer Sheet.
5. All questions carry equal marks i.e. of one and half mark for each correct answer and each wrong answer will result in negative marking of **0.50** mark.
6. Before you proceed to mark (darken) the answers in the **OMR Answer Sheet** to the questions in the Test Booklet, you have to fill in some particulars in the Answer Sheet as per the instructions in your Admit Card.
7. On completion of the examination, you should hand over the **original Answer Sheet (OMR Sheet)** issued to you to the Invigilator before leaving the Examination Hall. You are allowed to take with you the candidate's copy (carbon copy) of the **OMR Answer Sheet** along with the Test Booklet for your reference.

**SEAL**

**Candidate's full signature**

**Invigilator's signature**

IW - 9/20

2021

(Turn over)

1. Which one of these is not an actor of Industrial Relations ?
  - (A) Labour Union
  - (B) Employer
  - (C) Community
  - (D) Government
  
2. Productivity bargaining is considered to be a classic example of the :
  - (A) Giri Approach
  - (B) Oxford School Approach
  - (C) Human Relations Approach
  - (D) Gandhian Approach
  
3. A Trade Union can change its name under Section 25 of the Trade Union Act, 1926 with the consent of not less than \_\_\_\_\_ of the members of the Trade Union.
  - (A) One-third
  - (B) Two-third
  - (C) One-fourth
  - (D) Half
  
4. The First President of All India Trade Union Congress (AITUC) in 1920 was \_\_\_\_\_.
  - (A) Diwan Chaman Lall
  - (B) N. M. Joshi
  - (C) Joseph Baptista
  - (D) Lala Lajpat Rai
  
5. The Trusteeship Theory of Trade Union was advocated by :
  - (A) B. P. Wadia
  - (B) M. K. Gandhi
  - (C) G. L. Nanda
  - (D) N. M. Lokande
  
6. I. L. O. was established in the year \_\_\_\_\_.
  - (A) 1915
  - (B) 1917
  - (C) 1919
  - (D) 1921
  
7. The Trade Union Act, 1926 was based on the principle of :
  - (A) Protection and Welfare
  - (B) Social Justice
  - (C) Regulation
  - (D) Social Security
  
8. In the year \_\_\_\_\_, Indian Labour Conference and Standing Labour Committee were constituted as consultative machineries in India.
  - (A) 1939
  - (B) 1942
  - (C) 1945
  - (D) 1948

9. The Industrial Relations problem at Maruti Udyog Ltd. at its Manesar Plant in 2012 was concerned with :
- Permanent Workers
  - Contract Labour
  - Displayed Persons
  - Work place safety
10. In industrial relations what do you understand by 'Closed Shops' ?
- Joining union first and then employment
  - Not joining any union after employment
  - A shop which is closed
  - Not joining any union before employment
11. Which one these is not a tri-partiate body ?
- Joint Management Council
  - Standing Labour Committee
  - Indian Labour Conference
  - Minimum Wages Advisory Board
12. Lockdown is an option/weapon available with :
- Employer
  - Employees
  - Trade Union
  - Government
13. Which of the below is not a stage involved in disciplinary proceedings ?
- Counselling
  - Appeal
  - Tribunal Hearing
  - Investigation
14. Which one of these is not true for collective bargaining ?
- It is a flexible process
  - It is a three party process
  - It is a collective process
  - It is an interdisciplinary system
15. Who amongst the below has a statutory right to accompany someone at a disciplinary and/or grievance meeting ?
- A full-time union official
  - His / Her lawyer
  - Husband / Wife
  - A Best Friend
16. Which of the following is mandatory to be mentioned/enclosed with an appeal procedure ?
- A list of relevant case law that lawyers might use in the appeal hearing
  - A copy of statistics showing how many appeals have succeeded within the last 12 months
  - Details on how the employee can appeal to the Supreme Court
  - A time-limit within which the appeal should be lodged

17. Which of the following is not a mode of Workers' Participation in Management ?
- (A) Works Committee  
 (B) Employees Stock Option Plan  
 (C) Joint Management Council  
 (D) Joint Committee for Policy Formulation
18. Which amongst the below is not an example of indirect participation by the employee's in participative management ?
- (A) Joint Management Council Member  
 (B) Collective Bargaining  
 (C) Worker-Director  
 (D) Suggestion-Box Scheme
19. Industrial discipline ordinarily does not imply :
- (A) Observing company's rules and regulations  
 (B) Cooperating with management  
 (C) Employees smooth discharge of duties and responsibilities  
 (D) Active participation in union activities
20. Central Government prefers to place the labour policies for consultation to which of the below mentioned institution ?
- (A) I. L. O.  
 (B) Labour Minister's Conference  
 (C) I. L. C. / S. L. C.  
 (D) Supreme Court
21. According to R. K. Das (1973), which one of these is not a major principle of labour legislation ?
- (A) Social Justice  
 (B) Social Welfare  
 (C) National Economy  
 (D) Technical Training of Labour
22. Which one of these laws is enacted on principle of Regulation ?
- (A) Industrial Dispute Act, 1947  
 (B) Factories Act, 1948  
 (C) Mines Act, 1952  
 (D) Payment of Wages Act, 1936
23. Section 2(a) of Factories Act, 1948 is concerned with :
- (A) Adult  
 (B) Canteen  
 (C) Ambulance  
 (D) Drinking Water
24. According to Mines Act, 1952 any person is required not to work in any mine for more than \_\_\_\_\_ days in any given week.
- (A) Five  
 (B) Four  
 (C) Six  
 (D) Three

25. Chapter III of The Contract Labour (Regulation and Abolition) Act, 1970 deals with :
- Registration of establishment employing contract labour
  - Licensing of contractors
  - Welfare and health of contract labour
  - Penalties and procedure
26. Displacement Allowance is dealt under \_\_\_\_\_ of The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
- Section 13
  - Section 14
  - Section 15
  - Section 16
27. The Trade Union Act, 1926 came into force on \_\_\_\_\_.
- 1st June, 1927
  - 1st April, 1965
  - 1st April, 1948
  - 1st April, 1956
28. Which Section of The Industrial Employment (Standing Orders) Act, 1946 empowers the appropriate Government to exempt any industrial establishment from being subject to all or any of the provisions of this Act, either conditionally/unconditionally ?
- Section 9
  - Section 12
  - Section 11
  - Section 14
29. According to Industrial Dispute Act, 1947, the Central Government can refer the disputes to \_\_\_\_\_ as settlement machinery under rule 81-A.
- Conciliation
  - Adjudicator
  - Arbitration
  - Supreme Court
30. The Payment of Wage Act was passed on :
- 23rd April, 1936
  - 27th April, 1936
  - 25th April, 1937
  - 26th April, 1938
31. The Power of the State Government to add to Schedule in The Minimum Wages Act, 1948 is dealt under which Section ?
- Section 23
  - Section 25
  - Section 26
  - Section 27
32. It was based on the recommendation made by the \_\_\_\_\_ that The Bonus Act, 1965 came into existence.
- Tripartite Commission
  - Labour Court
  - Supreme Court
  - Central Government

33. As per The Equal Remuneration Act, 1976, whose duty is to registers and other documents related to workers ?
- (A) Employee  
(B) Employer  
(C) Labour Commissioner  
(D) Appropriate Government
34. Under Employee's Compensation Act, 1923, employer shall not be liable to pay compensation in case of any injury not resulting in the total or partial disablement of the workman for a period beyond \_\_\_\_\_ days.
- (A) 7  
(B) 3  
(C) 5  
(D) 2
35. \_\_\_\_\_ is the percentage of contribution of the wages paid/ payable by the employer for the employees in every wage period towards ESI.
- (A) 3.25  
(B) 1.25  
(C) 0.75  
(D) 2.50
36. The minimum service condition for withdrawal in case of calamity according to The Employees Provident Funds and Miscellaneous Provision Act, 1952 is :
- (A) No Minimum Service Limit  
(B) One Year  
(C) Two Years  
(D) Three Years
37. The maximum gratuity payable under Payment of Gratuity Act, 1972 is :
- (A) 10 Lakhs  
(B) 15 Lakhs  
(C) 20 Lakhs  
(D) 25 Lakhs
38. Section 8 of the Maternity Benefit Act, 1961 deals with :
- (A) Leaves for Miscarriage  
(B) Payment of medical bonus  
(C) Forfeiture of maternity benefits  
(D) Dismissal during the absence of pregnancy
39. The ID card of building workers is dealt under which Section of The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 ?
- (A) Section 11  
(B) Section 13  
(C) Section 16  
(D) Section 17

40. Section 4 of The Unorganised Workers' Social Security Act, 2008 deals with :
- (A) Funding of Central Government Schemes
  - (B) Funding of State Government Schemes
  - (C) Worker's facilitation centres
  - (D) Eligibility for registration and social security benefits
41. The process of forecasting an organization's future demand for, and supply of, the right type of people in the right number is known as :
- (A) Human Resource Planning
  - (B) Human Resource Capital
  - (C) Human Resource Development
  - (D) Human Resource Management
42. \_\_\_\_\_ is the set of skills, knowledge and abilities required by an individual to perform a job.
- (A) Job Specification
  - (B) Job Description
  - (C) Job Rotation
  - (D) Job Designing
43. The process of identifying key attributes and skills for each position and process within an organization is known as :
- (A) Role Identification
  - (B) Competency Mapping
  - (C) Talent Identification
  - (D) Job Analysis
44. The process wherein different tasks are brought together to build a job is called :
- (A) Job Design
  - (B) Job Evaluation
  - (C) Job Classification
  - (D) Job Description
45. \_\_\_\_\_ is the process of identifying and inviting potential candidates to apply for the set of job openings.
- (A) Recruitment
  - (B) Selection
  - (C) Development
  - (D) Potential Appraisal
46. The basic purpose of Orientation Program is to provide :
- (A) Training and education benefit
  - (B) Job location
  - (C) General information about the daily work routine
  - (D) Job safety requirements

47. Which one of the below is not a Performance Appraisal Technique ?
- (A) RNT
  - (B) MBO
  - (C) 360 Degree Feedback
  - (D) BARS
48. Which of these is NOT an internal source of recruitment ?
- (A) Promotion
  - (B) Job Rotation
  - (C) Transfer
  - (D) Departmental Exam
49. The evaluation method, where the evaluator is asked to describe the strength and weakness aspects of an employee's behaviour :
- (A) Forced Choice
  - (B) Essay Evaluation
  - (C) Graphic Rating Scale
  - (D) MBO
50. Identifying and developing new leaders for future is :
- (A) Off Shoring
  - (B) Outsourcing
  - (C) Succession Planning
  - (D) VRS
51. Technique of reducing workforce, downsizing and rightsizing in an organization are classified as :
- (A) Workforce Re-alignment
  - (B) Hybrid Organizational Structure
  - (C) Workforce Alignment
  - (D) Merger and Acquisition
52. Which of these is not a selection technique ?
- (A) Group Discussion
  - (B) Interview
  - (C) 360 Degree
  - (D) Psychometric test
53. The main outlook of the balanced scorecard, as per Kaplan and Norton should be :
- (A) Internal business process
  - (B) Customer
  - (C) Learning and growth
  - (D) Financial
54. The full form of ESOP in the context of compensation management is :
- (A) Employee Stock Ownership Plan
  - (B) Employee Stock Out Plan
  - (C) Employee Salary Option Plan
  - (D) Employee Share Option Plan
55. Special perks for top management people as a security against job loss in case of company takeover is known as \_\_\_\_\_.
- (A) Golden Parachute
  - (B) Silver Parachute
  - (C) Allowances
  - (D) Primary Parachute