Question Booklet and Answer Key

For Recruitment Test

Held on 17.01.2015

Post: Manager (HR)

1. ਸ਼ਬਦ-ਰਚਨਾ ਦੇ ਕਿੰਨੇ ਭਾਗ ਹੁੰਦੇ ਹਨ:
   (A) ਦੋ   (B) ਤਿੰਨ   (C) ਚਾਰ   (D) ਪੰਜ

2. ਕਿਹੜਾ ਸ਼ਬਦ ਮੂਲ ਸ਼ਬਦ ਹੈ:
   (A) ਫੁੱਲਦਾਨ   (B) ਪਾਕਦਾਨ   (C) ਪਾਇਦਾਨ   (D) ਮੈਦਾਨ

3. ਗੁਰਮੁਖੀ ਕੀ ਹੈ:
   (A) ਪੰਜਾਬੀ   (B) ਪੰਜਾਬੀ ਭਾਸ਼ਾ   (C) ਲਿੱਪੀ   (D) ਵਰਣ-ਬੋਧ

4. 'ਪੁਲਿਸ ਨੇ ਚੋਰ ਨੂੰ ਫੜਿਆ ਤੇ ਹਥਕੜੀ ਲਾ ਦਿੱਤੀ', ਵਾਕ ਦੀ ਕਿਹੜੀ ਕਿਸਮ ਹੈ:
   (A) ਸਾਧਾਰਨ   (B) ਮਿਸ਼ਰਤ   (C) ਸੰਯੁਕਤ   (D) ਹਾਂ-ਵਾਚਕ

5. ਸ਼ੁੱਧ ਸ਼ਬਦ-ਜੋੜ ਚੁਣੋ:
   (A) ਪੜਾਈ   (B) ਪੜ੍ਹਾਈ   (C) ਪਢਾਈ   (D) ਪੜ੍ਹਵਾਈ

6. ਹੇਠ ਲਿਖਿਆਂ ਵਿੱਚੋਂ ਠੀਕ ਸਮਾਸੀ ਸ਼ਬਦ ਚੁਣੋ:
   (A) ਵੈਰੀ-ਮਿੱਤਰ   (B) ਵੈਰੀ-ਦੁਸ਼ਮਨ   (C) ਸੱਚ-ਝੂਠ   (D) ਖ਼ੁਸ਼-ਖ਼ਬਰੀ

7. ਬਾਲ, ਨਿਆਣਾ, ਬੱਚਾ ਦਾ ਹੋਰ ਸਮਾਨਾਰਥੀ ਸ਼ਬਦ ਕਿਹੜਾ ਹੋ ਸਕਦਾ ਹੈ:
   (A) ਨਿੱਕਾ   (B) ਬੁੱਢਾ   (C) ਬਾਲਕ   (D) ਛੋਟਾ

8. ਕਾਰਕ ਕਿੰਨੀ ਪ੍ਰਕਾਰ ਦੇ ਹੁੰਦੇ ਹਨ:
   (A) ਅੱਠ   (B) ਸੱਤ   (C) ਪੰਜ   (D) ਚਾਰ

9. 'ਅੰਦਰ ਹੋਵੇ ਸੱਚ............... ਅਖਾਣ ਪੂਰਾ ਕਰੋ:
   (A) ਤਾਂ ਕਿਸੇ ਨੂੰ ਨਾ ਦੱਸ   (B) ਸਾਰਿਆਂ ਨੂੰ ਦੱਸ
   (C) ਝੂਠ ਬੋਲਣ ਤੋ ਬਚ   (D) ਤਾਂ ਕੋਠੇ ਚੜ੍ਹ ਕੇ ਨੱਚ

10. ਸ਼ੁੱਧ ਮੁਹਾਵਰਾ ਚੁਣੋ:
    (A) ਸੁੱਤੀਆਂ ਕਲਾਂ ਭਜਾਉਂਣੀਆਂ   (B) ਸੁੱਤੀਆਂ ਕਲਾਂ ਸਵਾਣੀਆਂ
    (C) ਸੁੱਤੀਆਂ ਕਲਾਂ ਨਚਾਉਂਣੀਆਂ   (D) ਸੁੱਤੀਆਂ ਕਲਾਂ ਜਗਾਉਂਣੀਆਂ

Directions (Q.No.11-13): Mark the correct synonym of the given word :

11. Intransigent
    A) inflexible   B) complex   C) launch   D) coward

12. Intrepid
    A) kind   B) dauntless   C) successful   D) cruel

13. Martinet
    A) amazing   B) open-hearted C) taskmaster   D) satisfied

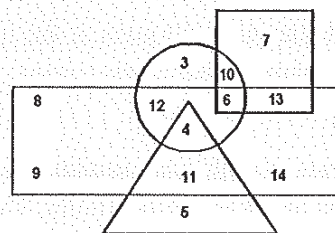**Directions (Q. No. 14-16): Mark the correct antonym of the given word :**

14. Peevish
    A) fretful   B) fractions   C) petulant   D) affable

15. Profane
    A) sacred   B) secular   C) worldly   D) earthy

16. Remiss
    A) neglectful   B) careful   C) nostalgic   D) repetitive

Directions (Q. NO. 17-20): Mark the correct preposition to be filled in the gap :

17. The company is crying _____ for fresh new talent.
    A) at   B) in   C) out   D) off

18. The fire fighters had to break _____ the door to reach the people trapped inside.
    A) out   B) with   C) off   D) down

19. He finally managed to break free _____ his attacker.
     A) from   B) with   C) at   D) on

20. The function has been put _____.
     A) out   B) off   C) of   D) on

21. Which Commission advocated the establishment of a permanent Inter-State Council, called 'Inter-government Council?
     A) Sarkaria Commission   B) Punchhi Commission
     C) Radhakrishnan Commission   D) Moily Commission

22. The layer of atmosphere which is used for telecommunication is
     A) Troposphere   B) Ionosphere   C) Thermosphere   D) Stratosphere

23. Which one of the following is not a department in the Ministry of Finance?
     A) Expenditure   B) Economic Affairs C) Banking Division D) Revenue

24. The Aswan High Dam is located in
     A) Sudan   B) Israel   C) U.S.A.   D) Egypt

25. Kaziranga is famous for
     A) its Rhinoceros B) its Tiger   C) its Birds   D) its Lion

26. Robusta is a variety of
     A) wheat produced in Africa   B) coffee produced in Africa
     C) rice produced in Africa   D) tea produced in Africa

27. Which one of the following is not correctly matched
     A) Rohtang – Himachal Pradesh   B) Palghat – Kerala
     C) Nathu La – Arunachal Pradesh   D) Lipulekh – Uttarakhand

28. Which of the following group of gases contribute most to the 'Green House Effect'?
     A) Ammonia and Ozone   B) Carbon Monoxide and Sulphur dioxide
     C) Carbon Tetrafluoride and Nitrous oxide   D) Carbon dioxide and Methane

29. Indian state with the longest coast line is
     A) Gujarat   B) Kerala   C) Tamil Nadu   D) Andhra Pradesh

30. The state through which Tropic of Cancer passes is
     A) Uttar Pradesh   B) Gujarat   C) Bihar   D) Assam

31. The state with highest urban population is
     A) Uttar Pradesh   B) Punjab   C) Maharashtra   D) Karnataka

32. Arundhati Bhattacharya is
     A) the Chairperson of National Commission for women
     B) Chairperson of Human Right Commission
     C) the CEO of ICICI
     D) the first woman Chairman of the State Bank of India

33. The Chairman of the 20th Law Commission of India is
     A) Justice Ajit Prakash Shah   B) Justice Leila Seth
     C) Justice R.M.Lodha   D) Justice Markandeya Katju

34. Ranjan Mathai is the
    A) Chairman and Managing Director of Vijaya Bank
    B) Foreign Secretary of India who has taken over as the country's next High Commission to U.K.
    C) former Foreign Secretary of India who became India's envoy to USA
    D) CEO of WIPRO

35. Who was crowned the Miss Universe 2013?
    A) Olivia Culpo   B) Man Moghe   C) Gabriela Isler   D) Patricia Roderigues

36. Complete the series
    2 3 B – 6 – F G – 5 D – 8 – H I
    A) C, 7, 4, E, 9   B) D, 8,6, C, 7   C) E, 8, 7, D, 9   D) W, 8, 7, I, 6

37. Select the pair of words from the four alternatives that has same relationship as the given pair has
    Given pair – **Authenticity : Apocryphal**
    A) Integrity : Hypocritical   B) Assertiveness : Dogmatic
    C) Artifice : Deceptive   D) Wickedness : Nefarious

38. Find the odd one
    i) V T   ii) M Q   iii) P R   iv) D F   v) F G
    A) ii)   B) iii)   C) iv)   D) v)

39. In a certain code, EXECUTIVE is written as TCIEUXVEE, then how is MAUSOLEUM coded in that language?
    A) AUUCOSLMM   B) LSEUOAUMM
    C) AUEUOSEMM   D) SLUEOAUMM

40. Looking at a portrait of a man, Harsh said, "His mother is the wife of my father's son. Brothers and sister I have none". At whose portrait was Harsh looking at?
    A) his cousin   B) his nephew   C) his uncle   D) his son

41. Sudhanshu is as much older than Kokila as he is younger than Parveen. Nitin is as old as Kokila, which of the following statements is wrong?
    A) Kokila is younger than Parveen   B) Nitin is younger than Parveen
    C) Parveen is not the oldest   D) Sudhanshu is older than Nitin

42. A person starts from point A and walks 3 km eastwards B and then turns left and travels thrice that distance to reach C. He again turns left and travels five times the distance he covered between A and B and reached his destination D. The shortest distance between starting point and the destination is
    A) 12 km.   B) 15 km.   C) 16 km.   D) 18 km.

43. In the Fig. who are neither a civil servant nor educated but is urban and not a male where:
    (i) rectangle represents males
    (ii) triangle represents educated
    (iii) circle represents urban
    (iv) square represents civil servants

    A) 2   B) 3   C) 6   D) 10

44. Select the combination of numbers so that the letters so arranged accordingly will form a meaningful word.

R V T N D E I A O I
1 2 3 4 5 6 7 8 9 0

A) 5102674938   B) 5180427639   C) 5617283094   D) 7450823196

45. In the following arrangement, if total number of pairs of adjacent symbol and letter is (X); total number of pairs of adjacent letter and number is (Y) and total number of pairs of adjacent number and symbol is (Z) are written in the descending order, which of the following will indicate the same

A) X, Y, Z   B) X, Z, Y   C) Y, X, Z   D) X=Y=Z

46. 36 vehicles are parked in a row. After first car, there is one scooter. After the second car, there are two scooters. After third car there are three scooters and so on. Find how many scooters are in the second half of the row.

A) 10   B) 12   C) 15   D) 17

47. A monkey climbs 30 feet at the beginning of each hour and rests for a while when he slips back 20 feet before he again starts climbing in the beginning of next hour. If he begins his ascent at 8.00 A.M., at what time will he first touch the flag 120 feet high from the ground?

A) 4.00 P.M.   B) 5.00 P.M.   C) 6.00 P.M.   D) none of these

48. If '>' denotes '+', '<' denotes '-', '+' denotes '÷', '∧' denotes 'x', '–' denotes '=', 'x' denotes '>' and = denotes '<', **choose the correct statement**

A) 13>><6+2=3∧4   B) 9>5>4–18+9>16

C) 9<3<2>1 x 8∧2   D) 28+4∧2=6∧4 + 2

49. Replace the question mark (?) with one among given alternatives

3	8	10	2	?	1
6	56	90	2	20	0

A) 0   B) 3   C) 5   D) 7

50. $3^{3.5} \times 21^2 \times 42^{2.5} \div 2^{2.5} \times 7^{3.5} = (21)^?$

A) 8   B) 10   C) 12.5   D) 6.5

51. The average of four positive integers is 72.5. The highest integer is 117 and lowest is 15. The difference between the remaining two integers is 12. Which is the higher of these two integers?

A) 70   B) 73   C) 84   D) 85

52. "The ratio of Laxmi's age to the age of her mother is 3:11. The difference between their ages is 24 years. The ratio of their ages after 3 years will be

A) 1:3   B) 2:3   C) 3:5   D) 2:5

53. A wholesaler sells 20 pens at the market price of 16 pens to a retailer. The retailer in turn sells them at the market price. The gain per cent of the retailer is

A) 20%   B) 25%   C) 30%   D) 35%

54. From a point within an equilateral triangle, perpendiculars drawn to three sides are 6 cm, 7 cm and 8 cm respectively. The length of each side of the triangle is

A) 7cm   B)10.5cm   C) $14\sqrt{3}$ cm   D) $\frac{14\sqrt{3}}{3}$ cm

55. The difference between compound interest and simple interest at the same rate on Rs. 5000 for 2 years is Rs.72. The rate of interest per annum is
A) 6%   B) 8%   C) 10%   D) 12%

56. Which of the following tag in HTML is used to add a row to a table
A) <td>   B) <row>   C) <tuple>   D) <tr>

57. With SQL, how can you insert "Kaur" as the "LastName" in the "Persons" table?
A)   INSERT ('Kaur') INTO Persons (LastName)
B)   INSERT INTO Persons (LastName) VALUES ('Kaur')
C)   INSERT INTO Persons (LastName) 'Kaur'
D)   INSERT INTO Persons ('Kaur') INTO LastName

58. What will be the output of following 'c' program:
```
#include<stdio.h>
main()
{
        int i = 8;
        for( i=0;  0;  i<10)
                printf("\t %d", i );
        printf("End.");
}
```
A)   8 8 8 8 8 8 8 8 8 8
B)   End.
C)   0 1 2 3 4 5 6 7 8 9 10 End.
D)   Error in the code

59. Which of the following is the process of increasing redundancy in the database either for convenience or to improve performance?
A) Normalization   B) Optimization
C) Compilation   D) Denormalization

60. Assume that one-slot frame in Bluetooth lasts for 600 micro seconds (ms). Hopping and control mechanisms need 250 ms. How many bits of data a three slot frame can carry? Assume bandwidth of 1-MHz and 1 bit per Hz.
A) 1050   B) 1550   C) 1650   D) 2150

61. What is the act of taking up part time job or business or industrial unit simultaneously with that of the original job?
(A) Half Moon Lighting   (B) Daily Lighting
(C) Noon Lighting   (D) Moon-Lighting

62. .... is a systematic technique which aims at determining the worth of the job.
(A) Job Simplification   (B) Job Evaluation
(C) Job Rotation   (D) Job enrichment

63. Transactional Analysis was given by
(A) T.A Harris   (B) H. James   (C) E. Bernes   (D) Henry Fayol

64. The term Re-engineering was given by
(A) Hammer & Champy   (B) Taylor   (C) Mayo   (D) Peter Drucker

65. Wage fund theory is given by
(A) Davis Richard   (B) Karl Marx
(C) Adam Smith/J.S. Mill   (D) Clark

66. The HRD subsystem with development dimension has been evolved by
    (A) Dharani P. Sinha   (B) D.M. Pestonjee   (C) T.V. Rao   (D) Udai Pareek

67. It is an approach in which employee and supervisor jointly establish clear measurable performance jobs for the future.
    (A) Force choice method   (B) MBO
    (C) BARS   (D) Assessment Centres

68. Who is the father of Quality Circle?
    (A) Lewis   (B) Ishikawa   (C) Udpa   (D) Robert Owen

69. The first style (1.1) of the Managerial/Leadership Grid is the .... management under which the manager is least concerned with either people and management.
    (A) Impoverished   (B) Country club
    (C) Task Management   (D) Team Management

70. Which of the following is not adjudication machinery under the ID act?
    (A) Labour Court   (B) Court of Inquiry
    (C) Industrial Tribunal   (D) National Tribunal

71. Which is hidden self in the Johari Window?
    (A) Public Area   (B) Blind Area   (C) Private Area   (D) Dark Area

72. Which of the following is time-based incentive plan?
    (A) Profit sharing plan   (B) Halsey plan
    (C) Priestman's plan   (D) Rowan plan

73. Which of the following is a method of indicating the feeling of acceptance or rejection among members of a group?
    (A) Mutuality   (B) Simulation   (C) T-group   (D) Sociometry

74. 'Gang-plank' means
    (A) Quick Communication   (B) Vertical Communication
    (C) Horizontal Communication   (D) Upward communication

75. In Vroom's Expectancy Theory, Valence means
    (A) Salary   (B) Strength of an individual's preference for a particular outcome
    (C) Knowledge of planning   (D) Supervision

76. Ohio state leadership model identified two leader-behaviour variables. These are:
    1. Drive   2. Consideration   3. Intelligence   4. Initiating Structure
    Codes:
    (A) 1 and 2   (B) 2 and 3   (C) 2 and 4   (D) 3 and 4

77. Who said there are three actors of IR?
    (A) Lester   (B) Dale Yoder   (C) John T Dunlop   (D) Mc Kersie

78. INTUC, AITUC, HMS, and UTUC adopted the code of conduct for trade union rivalry in the year
    (A) 1948   (B) 1958   (C) 1968   (D) 1978

79. According to the Trade Union Act, who among the following can form the trade union?
    (A) Permanent Employees   (B) Temporary Employees
    (C) Contract Labour   (D) All of the above

80. Employee State Insurance Act was enacted in
    (A) 1984   (B) 1948   (C) 2004   (D) 1981

81. Which Schedule of the ID Act 1947 deals with Public Utility Services?
    (A) First Schedule   (B) Third Schedule
    (C) Fourth Schedule   (D) Fifth Schedule

82. Which of the following is not Extra-mural labour welfare measure?
    (A) Canteen   (B) Sports   (C) Hospital   (D) None of the above

83. Trusteeship theory of labour welfare was proposed by
    (A) M.K. Gandhi   (B) V.V. Giri
    (C) Bal Gangadhar Tilak   (D) Jawaharlal Nehru

84. The concept that "wages represent the marginal discounted product of labour" was given by
    (A) Taussig   (B) Richardo   (C) J.S.Mill   (D) Edwin Flippo

85. Unfair labour practices are listed in
    (A) Trade Union Act, 1926   (B) Factories Act, 1948
    (C) Equal Remuneration Act   (D) Industrial Dispute Act

86. Arrange the following stages of group dynamics in right sequence
    A) Norming   B) Performing   C) Storming   D) Forming
    Codes:
    (A) D, C, A, B   (B) A, B, C, D   (C) D, C, B, A   (D) C, D, B, A

87. Scalar Principle refers to the
    (A) Conflict of instructions from two or more superiors
    (B) Responsibility of a subordinate to a superior
    (C) Delegation of authority at all levels of an organization
    (D) Existence of a clear line of authority in all parts of the organization

88. In transactional Analysis the "I am ok, you are not ok" life position is also referred to as
    (A) Bossing   (B) Avoidant   (C) Diffident   (D) Bohemian

89. The Human Relation Theory does not lay emphasis on
    (A) Principles   (B) People
    (C) Human motivations   (D) Informal group function

90. The element, which is not the part of direction, is
    (A) Leadership   (B) Division of work   (C) Supervision   (D) Motivation

91. Which pattern reflects a pure executive form of management?
    (A) Functional   (B) Line   (C) Line and Staff   (D) Committee

92. Egalitarian behaviour refers to
    (A) Natural behaviour   (B) Moral behaviour
    (C) Social behaviour   (D) Ethical behaviour

93. According to Fielder Contingency Model of leadership, which of the following is a situational variable?
   (A) Leader-member relationship
   (B) Organisational system
   (C) Degree of task structure
   (D) Leader position power

94. The amount sufficient to enable a worker to live in reasonable comfort, having regard to all obligations to which an average worker would ordinarily be subject to
   (A) Minimum wage   (B) Fair wage   (C) Living wage   (D) Nominal wage

95. Which of the following is not an OD technique?
   (A) Sensitivity Training
   (B) Delphi Technique
   (C) Survey Feedback
   (D) Grid Training

96. Social security provided by a 'means test' is called:
   (A) Social Insurance
   (B) Mutual Insurance
   (C) Social Assurance
   (D) Social Assistance

97. Which of the following is not an action of classical change programme?
   (A) Refreezing
   (B) Removing
   (C) Moving
   (D) Unfreezing

98. Training in the conditions similar to a class room is known as:
   (A) Vestibule training
   (B) Apprenticeship
   (C) Role play
   (D) Case study

99. "Set on" and "Set Off" is related to
   (A) Payment of Bonus Act
   (B) Minimum Wages
   (C) Fair Wages
   (D) Living Wages

100. ....developed what they called the " Generic parallel learning structure".
   (A) Kurt
   (B) Bushe and Sahni
   (C) Dale and Zand
   (D) F W Taylor

Answer Key 17.01.2015 (M) (Manager HR)

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