



VPM CLASSES

UGC NET, GATE, CSIR NET, IIT-JAM, IBPS, CSAT/IAS, SLET, CTET, TIFR, NIMCET, JEST, JNU, ISM etc.

UGC NET - SOCIAL WORK MOCK TEST PAPER

PAPER - III

- *This paper contains 75 objective type questions*
- *Each question carries 2 marks.*
- *Attempt all the questions.*
- *Pattern of questions : MCQs*
- *Total marks : 150*
- *Duration of test : 2.5 Hours*

VPM CLASSES

For IIT-JAM, JNU, GATE, NET, NIMCET and Other Entrance Exams

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1. Section 2n of the Factories Act, 1948 defines -
 - (A) Occupier
 - (B) Employee
 - (C) Owner
 - (D) Manager
2. General duties of the Occupier are mentioned in which section of the act?
 - (A) Section 7-D
 - (B) Section 7-C
 - (C) Section 7-B
 - (D) Section 7-A
3. Powers of Inspectors are discussed in the Section _____.
 - (A) 8
 - (B) 10
 - (C) 11
 - (D) none of these
4. Section 10 of the Factories Act, 1948 speaks about _____.
 - (A) Certifying Surgeons
 - (B) Certifying Doctors
 - (C) Certified Employees
 - (D) Certified Examiners
5. The first Factories Act was enacted in -
 - (A) 1881
 - (B) 1895

(C) 1897

(D) 1885

6. First Aid Boxes is to be provided for _____ of persons.

(A) 125

(B) 135

(C) 150

(D) 130

7. Which one of the following is not a welfare provision under Factories Act, 1948 ?

(A) Canteen

(B) Creches

(C) First Aid

(D) Drinking water.

8. Safety Officers are to be appointed if Organisation is engaging _____ or more employees.

(A) 1000

(B) 200

(C) 3000.

(D) 1250

9. Canteen is to be provided if engaging employees more than _____ persons.

(A) 250

(B) 300

(C) 125

(D) 150

10. Welfare Officers are to be appointed if Organisation is engaging _____ or more employees.
- (A) 650
 - (B) 750
 - (C) 300
 - (D) 500
11. Controlling involves the measurement and rectification of activities to ensure that events conform to plans. Which of the following is not a way of controlling human resource management (HRM) functions?
- (A) Induction and Orientation.
 - (B) Analyzing labour turnover records.
 - (C) Conducting exit interviews.
 - (D) Auditing training programs.
12. Many companies believe that it is important to be lean and mean in order to survive in highly competitive markets. Which of the following concepts has become outdated in recent times ?
- (A) World - class quality
 - (B) Job Security.
 - (C) Flexible manufacturing
 - (D) Short product development cycle.
13. Employee relations deal with the employees in the organizational context, as a social group that contributes to the organization. What are the aspects that are looked after under employee relations?
- i. Designing and implementing a fast and suitable grievance management system.
 - ii. Improving the quality of work life and personal life of the employees.

- iii. Designing a performance appraisal system that suits the organizational needs and culture.
- iv. Training the employee in conducting appraisal.
- (A) Only (i)
- (B) Only (ii)
- (C) Only (i) & (ii)
- (D) All of the above.
14. How does job analysis help in the training process?
- (A) It determines the parameters on the basis of which the training schedule is developed.
- (B) It provides the parameters on the basis of which pre - training evaluation is done.
- (C) It provides the parameters on the basis of which training needs are identified.
- (D) It provides the parameters on the basis of which post - training evaluation is done.
15. Which method is used by firms to avoid the problems of dealing with periodic changes in the requirements for manpower ?
- (A) Outplacement
- (B) Lay-offs
- (C) Outsourcing
- (D) Sabbatical
16. Which of the following is generally not a method adopted by a trade union that intends to rely on peaceful means to achieve its objectives?
- (A) Strike
- (B) Collective bargaining
- (C) Mutual insurance
- (D) Legal enactment

17. Which of the following is the last and the most important step in the process of collective bargaining as it determines the future of industrial relations in the firm by preventing any disputes?
- (A) Arbitration
 - (B) Adjudication
 - (C) Negotiation
 - (D) Contract administration
18. Trade unions in India have not made any significant progress in recent times due to certain problems.
- Some of these problems are -
- i. Small size of unions
 - ii. Even growth of unionism
 - iii. Financial weakness
 - iv. Multiplicity of unions
- (A) Only i & ii
 - (B) Only i, ii & iii
 - (C) Only i, iii & iv
 - (D) Only ii, iii & iv
19. Which among the following types of wages, is likely to be the highest in terms of value?
- (A) Fair wage
 - (B) Minimum wage
 - (C) Living wage
 - (D) Base wage
20. Living wages should enable a male earner to provide for himself and his family, the bare necessities for survival, a measure of insurance against misfortune like old age." The First Central Pay Commission introduced the principle of "living wage" for -

- (A) Government employees
- (B) Journalists
- (C) Private sector employees
- (D) Agricultural workers

21. The functions of human resource management can be classified into two broad categories. Identify them.

- i. Managerial function
- ii. Planning function
- iii. Employment function
- iv. Operative function

- (A) Only i & iii
- (B) Only i & iv
- (C) Only ii & iii
- (D) Only iii & iv

22. The social learning theorists portray -

- (A) learner as passive recipient of environmental influences
- (B) no individual differences with explaining behaviour
- (C) learner as having internal cognitive processes to explain imitation, etc
- (D) both (A) and (C)

23. Jeremy believes that the major purpose of a personality theory is to explain the consistency of human behaviour. Your best guess as to which type of personality theory describes his views is -

- (A) humanistic theory
- (B) Psychoanalytic theory
- (C) social cognitive theory
- (D) trait theory

24. According to Roger's anxiety an defensive behaviour results due to -
- (A) inadequate childhood training
 - (B) incongruence between the organism (the total person) and the self
 - (C) faculty learning
 - (D) inadequate experiences.
25. Roger's personality theory falls in the regime of -
- (A) existential psychology
 - (B) psychoanalytic psychology
 - (C) humanistic psychology
 - (D) behaviourism
26. Much of the behaviour that we call personality results from reinforcement and observational learning according to -
- (A) Jung
 - (B) Skinner
 - (C) Bandura
 - (D) Adler
27. The term personality refers to -
- (A) the modes of behaviour
 - (B) the various personality traits
 - (C) the physical and intellectual abilities
 - (D) the whole individual
28. Which behavior is common in situations of motivational conflict?
- (A) "voodoo death"

- (B) depression
- (C) lethargy or sleepiness
- (D) vacillation

29. The most appropriate use of electroconvulsive therapy is as a -
- (A) preferred means of treatment for all cases of depression.
 - (B) preferred means of treatment for organic psychoses in which brain pathology exists.
 - (C) preferred means of treatment for antisocial disorders.
 - (D) last resort after other methods have failed and the likelihood of self-destructive behavior is great.
30. Tardive dyskinesia is a neurological disorder that may be caused by -
- (A) taking major tranquilizers for extended periods.
 - (B) an undersecretion of the body's natural dopamine's.
 - (C) a lack of dopamine receptors in the limbic system in the brain.
 - (D) abuse of amphetamines.
31. The Election to Panchayats are to be held:
- (A) Every Four Years.
 - (B) Every Five Years.
 - (C) When the State Government decides.
 - (D) At the Centre's Directive.
32. Regarding Reservation of Seats on Panchayats and Municipalities, it would not be correct to say that:
- (A) Seats are reserved for the Scheduled Castes and Scheduled Tribes in proportion to their population.

(B) At least one - third of the total number of seats to be filled by direct elections shall be reserved for women.

(C) The Reservations favoring Scheduled Castes and Scheduled Tribes shall be operative up to 2000 A.D.

(D) The Unreserved Seats cannot be Contested by Women.

33. Which of the following stands at the Apex of the Three - tier structure?

(A) Panchayat Samiti

(B) Gram Panchayat

(C) Zila Parishad

(D) None of the above

34. Social justice means -

(A) The reallocation of both material and moral advantages of social life

(B) Fulfillment of economic justice only

(C) Inculcation of moral principles

(D) Progress of human development in terms of law

35. The champions of social justice hold that -

(A) Allocation or distribution of social advantage among various sections of society is the primary issue

(B) It is necessary to determine a just procedure for the allocation of social advantages

(C) Rules of market economy as a model rules of human behavior

(D) Social justice stretches the principle of open competition

36. Parliament and the Constitution are instruments of -

(A) Legal justice

(B) Political justice

(C) Economic justice

(D) Social justice

37. Which of the following does not fall within the dimensions of social justice?

(A) Emphasis on elimination of all kinds of discrimination and privileges

(B) Emphasis on elimination of the social evils prevailing in the society

(C) Emphasis on the need of concerted action to improve the lot of the weaker sections of society

(D) Adjustment of society's interests to ensure individual happiness

38. Which of the arguments below was not put forward to support a Human Rights Act as passed?

(A) The lack of access to convention rights within the UK resulted in lengthy and costly litigation. A Human Rights Act would remove the barrier to arguing rights directly in the UK

(B) The UK increasingly lost cases before the European Court of Human Rights

(C) The Human Rights Act would be a written constitution and so give judges the power to overturn legislation

(D) In the long term, a Human Rights Act would create a culture of respect of rights

39. Under S7 of the Human Rights Act, a person can bring a case if he/she is a victim. To be a victim, the applicant has...

(A) To be directly affected by the act/measure complained of

(B) To have sufficient interest in the act/measure complained of

(C) A representative of a person who has sufficient interest

(D) Be part of a class action

40. Which of the following House of Lords (now known as the Supreme Court) decisions sets out the principles used to decide if a body is a public authority under S6 of the Human Rights Act 1998?

(A) R v A (No 2) [2001]3 All ER 1

(B) Donoghue v Poplar Housing & Regeneration Community Association & Sec State DETR [2001] 4 All ER 604

(C) Bellinger v Bellinger [2003] 2 AC 467.

(D) YL v Birmingham City Council and others [2007] UKHL 27

41. S2 of the Human Rights Act 1998 states that a UK Court -

(A) Must only apply the judgments, decisions, declarations or opinions of the European Court of Human Rights decided against the UK

(B) Is bound by the judgments, decisions, declarations or opinions of the European Court of Human Rights

(C) Must take into account the judgments, decisions, declarations or opinions of the European Court of Human Rights

(D) Must only apply the judgments, decisions, declarations or opinions of the European Court of Human Rights where the meaning of applicable legislation is ambiguous

42. Which case found that the Domestic Court had gone too far in using S3 of the Human Rights Act 1998 to reinterpret legislation so as to make it compatible with the ECHR?

(A) R v A (No 2) [2001]3 All ER 1

(B) Ghaidan v Mendoza [2004] 3 All ER 411

(C) R V Horncastle [2009] UKSC 14

(D) R (Anderson) v Secretary of State for the Home Department [2003] 1 AC 837

43. In R (on the application of Pro Life Alliance) v BBC [2003] 2 All ER 977, the House of Lords decided _____

(A) That the legislation could be interpreted to be compatible under S3 of the Human Rights Act 1998.

(B) Damages should be paid to Pro Life Alliance

(C) That freedom of expression was so important that there was a violation of the right in this case

(D) That parliament was best placed to decide on issues of public morality and so found that there was no violation of the applicant's freedom of expression

44. What was the immediate purpose of the Commission on Human Rights?

(A) To draft the Universal Declaration of Human Rights.

(B) To organize peace keeping forces in the Congo.

(C) To prosecute military dictators.

(D) None of these

45. The International Bill of Human Rights provides_____.

(A) A list of economic human rights.

(B) The rights that all citizens hold.

(C) A list of indivisible human rights covering civil and political rights.

(D) An authoritative list of universal human rights covering civil, and political rights and economic, social and cultural rights.

46. When did human rights begin to emerge as an active concern of national foreign policies?

(A) The end of the Cold War.

(B) The early 1950s.

(C) The mid-1960s.

(D) The mid-1970s

47. What does the UN Charter say about human rights?

(A) It reaffirms faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small.

(B) It makes no explicit reference, but mentions that peace and security are linked with individual rights.

(C) The UN Charter says that human rights are universal and that all members must respect them fully or action will be taken by the Security Council.

(D) None of these

48. To which legally binding judgements are Council of Europe members subject?

(A) None because they are sovereign states.

(B) Those of the International Criminal Court.

(C) Those of the European Court of Human Rights but it is ineffective.

(D) Those of the effective European Court of Human Rights.

49. What day do most countries celebrate as Human Rights Day?

(A) 1 January

(B) 10 December

(C) 2 March

(D) None of the options given is correct.

50. How do international norms independently impact the advancement of human rights?

(A) They do not, because states are only influenced by the pursuit of power.

(B) Governments feel guilty if they do not try to protect and advance human rights.

(C) The UN is able to enforce international human rights norms

(D) None of these.

51. What are human rights?

(A) Rights which can be used to embarrass politicians

(B) Rights specified in the European Convention for the Protection of Human Rights

(C) Both (A) & (B)

(D) Rights listed in the Human Rights Act 1998

52. How are human rights enforced?

(A) Only against individuals

(B) Against public authorities

(C) By interpreting legislation and common law rules so as to be consistent with Convention rights

(D) By striking down inconsistent legislation

53. Which of the following statements is correct?

(A) Throughout land law, it is necessary to bear in mind possible Convention rights

(B) It is inconceivable that any land law rule could be held inconsistent with human rights

(C) Most land law rules will have to be revised to comply with human rights

(D) Nobody can exercise rights over land without taking care to consider the fact that the land constitutes a home

54. Which of the following treaties is considered part of the "International Bill of Human Rights"?

(A) International Covenant on Civil and Political Rights

(B) Universal Declaration of Human Rights

(C) Convention against Torture

(D) International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

55. The two factor theory of motivation is given by -

(A) Maslow

(B) Jung

(C) Alderfer

(D) Herzberg.

56. Reinforcement theory of motivation is given by -
- (A) Jung
 - (B) Herzberg
 - (C) Skinner
 - (D) Maslow.
57. Achievement motivation relates to -
- (A) Need of the person
 - (B) Knowledge of the person
 - (C) experience of the person
 - (D) aptitude of the person
58. Assertion (A): The policy of protective discrimination adopted by Government of India, after independence, for Scheduled Castes/Tribes has become highly controversial today.
- Reason (R): The reservations for SCs/STs in educational institutions and occupational fields have narrowed the gap between these castes on the one hand and higher castes on the other.
- (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
59. Which one of the following concepts implies that each social status involves not a single associated role but an array of roles?
- (A) Multiple roles
 - (B) Status sequence
 - (C) Role-set

(D) Status-set

60. Which one of the following Scheduled Tribes has been having a continuously declining population?
- (A) Meena
(B) Gond
(C) Onge
(D) Munda
61. Which one of the following orders best represents the development of industrial society?
- (A) Manorial system, guild system, domestic system and industrial society
(B) Guild system, manorial system, domestic system and industrial society
(C) Domestic system guild system, manorial system and industrial society
(D) Manorial system domestic system guild system and industrial society
62. Which of the following affect the size of urban population in India?
1. Birth rate 2. Death rate 3. Reclassification of places
- Select the correct answer from the codes given below:
- (A) 1, 2 and 3
(B) 1 and 2
(C) 2 and 3
(D) 1 and 3
63. Assertion (A): Members of urban society are held together by organic solidarity.
Reason (R): Individualism is the characteristic of urban social structure.
- (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

64. The death of children below one year of life is known as:

(A) Child mortality

(B) Intra-uterine mortality

(C) Neo-natal mortality

(D) Infant mortality

65. Which of the following are factors on which the population growth depends?

1. Birth rate, death rate, migration

2. Birth rate, death rate, in-migration

3. Poverty, high fertility, out-migration

4. High fertility, in-migration, no birth control

Select the correct answer by using the codes given below:

(A) 1 and 4

(B) 2 and 3

(C) 1 only

(D) 4 only

66. Which one of the following functions is not associated with division of labour in society as viewed by Emile Durkheim?

(A) Collective conscience

(B) Density of population

(C) Organic interdependence

(D) Specialization of functions

67. What is the correct sequence of the following?

1. Agrarian societies
2. Hunting and gathering societies.
3. Industrial societies
4. Horticultural societies.

Select the correct answer from the codes given below:

- (A) 2, 4, 1, 3
- (B) 1, 2, 4, 3
- (C) 2, 1, 4, 3
- (D) 4, 2, 1, 3

68. _____ is not an operative function of human resource management.

- (A) Employee Relations
- (B) Compensation of employees
- (C) Organizing
- (D) Employment

69. All managers play the role of hiring, training, motivating and disciplining employees. This role may be termed as:

- (A) Figurehead role
- (B) Leadership role
- (C) Liaison role
- (D) None of the above

70. The capacity of human beings to change would be virtually unrestricted in which of the following situations?

- (A) If internal factors alone determine human behavior.
- (B) If external factors alone determine behavior.
- (C) If both internal and external factors determine behavior.

(D) If neither internal nor external factors determine behavior.

71. Which of the following is not a benefit accruing to an organization because of its grievance redressal procedure?
- (A) It helps to maintain harmonious industrial relations.
 - (B) Previous knowledge and experience, captured in the grievance redressal system helps the management when formulating major plans like plant expansion or installation of the latest technologies.
 - (C) It keeps a check on supervisors indulging in biased decisions.
 - (D) Grievance redressal procedures insulate the top management from the problems of the employees.
72. _____ refers to all the extrinsic rewards received by the employee of an organization during and after the course of the job, for his/her contributions to the organization.
- (A) Bonus
 - (B) Compensation
 - (C) Fringe Benefits
 - (D) Incentives
73. A simple correlation can be defined as the tendency of _____.
- (A) Independent variation
 - (B) Dependent variation
 - (C) Simultaneous variation
 - (D) Instantaneous variation.
74. Which of the following is an argument against the involvement of businesses in social welfare activities?
- (A) Balance of responsibility and power.
 - (B) Excessive costs.

- (C) Favorable public image
- (D) Protecting shareholders interests.

75. Interest free loans provided by companies to their employees, are an example of _____.

- (A) Benefits
- (B) Incentives
- (C) Bonus
- (D) Performance based rewards.

Answer key

Question	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Answer	A	D	D	A	A	C	D	A	A	D	A	B	C	C	C	A	D	C	C	A
Question	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40
Answer	B	B	B	D	C	A	D	D	A	A	B	D	C	A	A	A	D	C	A	D
Question	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60
Answer	C	D	D	A	D	D	A	D	B	D	D	C	A	A	D	C	A	C	C	C
Question	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75					
Answer	C	A	A	D	A	B	A	C	B	B	D	B	B	B	A					

HINTS AND SOLUTIONS

- 1.(A) Section 2(n) of the Factories Act, 1948 defines 'occupier' of a factory means the person who has ultimate control over the affairs of the factory; provided that: i) in the case of a firm or other association of individuals, any one of the individual partners or members thereof shall be deemed to be the occupier; ii) in the case of a company, any one of the directors, shall be deemed to be the occupier; and iii) in the case of a factory owned or controlled by the Central Government, or any State Government, or any local authority, the person or persons

appointed to manage the affairs of the factory by the Central Government, the State Government or the local authority, as the case may be, shall be deemed to be the occupier.

2.(D) Section 7A. General duties of the occupier.-

Every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory.

Without prejudice to the generality of the provisions of sub-section (1), the matters to which such duty extends, shall include -

- (a) the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health;
- (b) the arrangement in the factory for ensuring safety and absence of risks to the health in connection with the use, handling, storage and transport of articles and substances;
- (c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work;
- (d) the maintenance of all places of work in the factory in a condition that is safe and without risks to health and the provision and maintenance of such means of access to, and egress from, such place as are safe and without such risks;
- (e) the provision, maintenance or monitoring of such working environment in the factory for the workers that is safe, without risks to health and adequate as regard facilities and arrangements for their welfare at work.

Except in such cases as may be prescribed, every occupier shall prepare, and, as often as may be appropriate, revise, a written statement of his general policy with respect to the health and safety of the workers at work and the organisation and arrangements for the time being in force for carrying out that policy, and to bring the statement and any revision thereof to the notice of all the workers in such manner as may be prescribed.

3.(D) Powers of Inspectors. Section 9 provides that subject to any rules made in this behalf, an Inspector may exercise the following powers within the local limits for which he is appointed:

- (a) enter, with such assistants, being persons in the service of the Government or any

local or other public authority, as he thinks fit, and place which is used, or which he has reason to believe is used, as a. factory ;

(b) make examination of the premises, plant and machinery;

(c) require the production of any prescribed register and any other document relating to the factory, and take on the spot or otherwise statements of any person which he may consider necessary for carrying out the purposes of the Act; and .

(d) exercise such other powers as may be prescribed for carrying out the purposes of this Act.

4.(A) Section 10 provides that the State Government may appoint qualified medical practitioners to .be certifying surgeons for the purposes of the Act for specified local areas or for specified factories or class of factories.

5.(A) The first Factories Act was enacted in 1881 and since then it has been amended on many occasion. In year 1934, Factories Act was passed on the basis of recommendations of Royal Commission on Labour however it's working revealed many defects and shortcomings leading to consolidation and amendment of law relating to labour in factories by constituent assembly on 28th August 1948 in the Factories Act, 1948.

6.(C) Every factory must provide *first aid boxes* or cupboard. They must contain the prescribed materials and they must be in charge of persons trained in first aid treatment. First Aid Boxes is to be provided for 150 of persons.

7.(D) PROVISIONS REGARDING THE WELFARE OF WORKERS

The provisions of the Factories Act regarding the welfare of workers are stated below –

1. Washing.
2. Storing and drying.
3. Sitting.
4. First aid
5. Canteens
6. Shelters.
7. Creches

8. Welfare officers

- 8.(A)** The State Government may notify to the occupier to employ a number of Safety Officers in a factory (i) wherein one thousand or more workers are ordinarily employed or (ii) wherein any manufacturing process or operation which involves the risk of bodily injury, poisoning disease or any other hazard to health of the persons employed in the factory
- 9.(A) Canteens** - Where more than 250 workers are employed. The state Government may require the opening of *canteen* or *canteens* for workers. Rules may be framed regarding the food served its management etc.
- 10.(D)** Welfare officers must be appointed in every factory where 500 or more workers are employed. The State Government may prescribe the duties, qualifications etc. of such officers.
- 11.(A)** After planning, organizing, staffing and directing the various activities of HRM, performance is verified in order to ensure that the HRM functions comply with the plans and directions. Auditing training programs, analyzing labour turnover records, directing morale surveys and conducting exit interview are some of the ways of controlling the HRM function. The staffing function includes induction and orientation activities.
- 12.(B)** The Concept of 'Job security' has become outdated since no employee knows when he/she might be asked to leave an organization and search for another job. Shorter product development cycles, flexible manufacturing, and world class quality are regarded as prerequisites for survival in today's highly competitive markets.
- 13.(C)** Employee relations include designing and implementing a fast and suitable grievance management system and improving the quality of work life and personal life of the employees. Performance appraisal deals with designing a performance appraisal system that suits the organizational needs and culture, and training the employees in conducting appraisals.
- 14.(C)** Job analysis plays an important role in the identification of training needs. It helps in the training process by providing the parameters on the basis of which training needs are identified by comparing the job specification with the existing competencies of employees.

- 15.(C)** Many organizations outsource their day-to-day activities to other firms to avoid problems of dealing with changes in requirements for manpower. These activities would otherwise have to be performed by their own employees.
- 16.(A)** The method adopted by trade unions if they tend to rely on peaceful means to achieve their objectives are legal enactment, mutual insurance and collective bargaining.
- 17.(D)** Administration of the contract is the last step in the process of collective bargaining and is as important as reaching an agreement. The labor - management relations in the firm determine the success of administration of a contract. The terms of the contract and the agreement reached have to be widely circulated among all the employees. The employees and the management should respect the contract and abide by the terms laid down in it.
- 18.(C)** The problems faced by Indian Trade Unions are : Uneven growth & unionism, small size of unions financial weakness, multiplicity of unions, inter union rivalry, leadership issues and the effect of politics.
- 19.(C)** The living wage is the highest in terms of value, among the four types of wages, namely fair wage, minimum wage, base wage and living wage .
- 20.(A)** The First central Pay Commission introduced the concept of ' living wage' for the government employees for the first time. The commission felt there was a need to award incentive to workers and to share the gains of the organization through provision of higher wages and a better standard of living for workers.
- 21.(B)** The functions of human resource management can be classified into managerial function and operative functions. Planning is one of the managerial functions, employment is one of the operative function.
- 22.(B)** The social learning theorists portray no individual differences with explaining behaviour because in social learning approach emphasis is on personality development through experience and some behaviour patterns are learned through direct experience.
- 23.(B)** Psychoanalytic theory describes his views because in psychoanalytic theory it is based on in depth study of individual personalities and this theory have three factors id, ego and super ego which interact to govern behaviour.

- 24.(D)** Anxiety an defensive behaviour results due to inadequate experiences because the unworthy experiences become excluded from the self-concept even though they may be quite valid or natural.
- 25.(C)** Roger's Personality theory falls in the regime of humanistic psychology because humanistic theories stress our positive nature-our push towards growth and self actualization and it may have shaped the individual's personality.
- 26.(A)** According to Jung, Reinforcement is not necessary for learning although it may facilitate learning by focusing attention and according to social learning theory main assumption of personality is that people behave in ways likely to produce reinforcement.
- 27.(D)** Personality refers to the pattern of psychological and behavioural characteristics that distinguishes each person from everyone else and it refers to the whole individual.
- 28.(D)** Vacillation means "going back and forth." For example, if a woman was dating two men who she liked, and was forced to choose between them, she would be in an "approach/approach" conflict and might well vacillate about which one she preferred, sometimes one, sometimes the other.
- 29.(A)** ECT refers to the most effective and rapidly acting treatment that we have today for severe depression and other conditions, and is used throughout the world. ECT is an approved medical treatment that involves using electricity to produce a brief seizure in a person under general anesthesia (while the person receiving the treatment is asleep). The seizure usually lasts about a minute or less and body movement is very little because of a strong muscle relaxant medication that is given following the anesthetic drug.
- 30.(A)** Tardive dyskinesia is a neurological syndrome caused by the long-term use of neuroleptic drugs. Neuroleptic drugs are generally prescribed for psychiatric disorders, as well as for some gastrointestinal and neurological disorders. Tardive dyskinesia is characterized by repetitive, involuntary, purposeless movements. Features of the disorder may include grimacing, tongue protrusion, lip smacking, puckering and pursing, and rapid eye blinking. Rapid movements of the arms, legs, and trunk may also occur. Involuntary movements of the fingers may be present.

- 31.(B)** The election to Panchayats are to be held every five years.
- 32.(D)** Regarding reservation of seats on Panchayats and Municipalities, it would not be correct to say that the unreserved seats cannot be contested by women.
- 33.(C)** Zila Parishad stands at the apex of the three - tier structure.
- Under the three tier system, Zila Parishad is the apex body at District level, Panchayat Samitis at Block Level and Gram Panchayats as the third tier. The seats are reserved for Scheduled Categories, Scheduled Tribes and women in panchayats according to their representation in the village population. One third seats are reserved for women.
- 34.(A)** Social justice means the reallocation of both material and moral advantages of social life.
- 35.(A)** The champions of social justice hold that allocation or distribution of social advantage among various sections of society is the primary issue.
- 36.(A)** Parliament and the Constitution are instruments of Legal justice.
- 37.(D)** Adjustment of society's interests to ensure individual happiness does not fall within the dimensions of social justice.
- 38.(C)** The Human Rights Act does not change the constitutional relationships in the UK and was never meant to do so. Judges cannot overturn an Act of Parliament. The Act was designed to create a culture of human rights in the long term as well as to deal with cases before they went to Europe. The Human Rights Act would be a written constitution and so give judges the power to overturn legislation. This argument was not put forward to support a Human Rights Act as passed.
- 39.(A)** To be a victim under the Human Rights Act 1998, an applicant must be directly affected. Sufficient interest (which is the test for standing under judicial review in the UK) is not enough for a case under the Act. Class actions are not part of the Human Rights Act.
- 40.(D)** The definition of a public authority under S6 has proved difficult for the Courts. YL used the functional test used in the earlier case of Cantlow to decide if a body is carrying out functions of a public nature

- 41.(C)** S2 states that a UK Court must take into account the judgments of the European Court of Human Rights but it is not bound by it. It may choose not to follow a judgment if there are clear reasons for not doing so.
- 42.(D)** In this case, the court held that the lower court had gone too far. The lower court had changed the clause in the legislation so that it undermined the intention of parliament. Under S3, the courts can interpret legislation to make it compatible but it cannot change the legislation to give it a meaning that was never intended by parliament.
- 43.(D)** R (on the application of Pro Life Alliance) v BBC [2003] 2 All ER 977 is an example of the use of judicial deference by the courts. This is where the court decides the decision maker may be best placed to decide on the restrictiveness of a measure. In this case, the Court of Appeal found that the importance of political speech outweighed the morality argument. However, the House of Lords found no violation as deference should be given to Parliament and the BBC as being best placed to decide on the restrictiveness of measures involving public morals.
- 44.(A)** The Charter of the United Nations, signed in San Francisco on June 26, 1945, identified promoting respect for human rights as one of the principal objectives of the new organization. It also created a Commission on Human Rights, which became the focal point of what we today call the global human rights regime. The immediate purpose of the Commission on Human Rights was to draft the Universal Declaration of Human Rights.
- 45.(D)** The International Bill of Human Rights provides an authoritative list of interdependent, indivisible, and universal human rights, covering a wide range of both civil and political rights and economic, social and cultural rights.
- 46.(D)** In the mid-1970s human rights began to emerge from its Cold War slumber as an active concern of national foreign policies.
- 47.(A)** The Universal Declaration of Human Rights by the UN General Assembly in 1948 defined a comprehensive code for the internal government of its members. It asserted a universal position in that all human beings are equal and have equal rights.

- 48.(D)** Member countries of the Council of Europe, which is wider than the European Union, are subject to the legal judgements of the very effective European Court of Human Rights.
- 49.(B)** On December 10th 1948 the General Assembly of the United Nations adopted the Universal Declaration of Human Rights and most countries, therefore, celebrate this day as Human Rights Day.
- 50.(D)** Governments cannot legitimately deny obligations that they have voluntarily incurred by becoming parties to international human rights treaties. Authoritative international human rights norms thus allow local human rights advocates to focus on how to protect and implement human rights, rather than debate whether the rights in question really are rights.
- 51.(D)** Human rights are Rights listed in the Human Rights Act 1998 . It may be argued that the courts did sometimes protect individual freedoms, but this was not part of a general recognition of defined human rights.
- 52.(C)** The courts have to ensure that rules and legislation comply with the Convention wherever possible, but there is no power to strike down legislation (HRA, ss 3-4, 6). The legislation applies to public authorities, so it certainly is not available only against individuals. Enforcement may nevertheless be possible against individuals. If legislation is interpreted so as to be Convention compliant, this interpretation must apply whether the party to litigation is an individual or public authority.
- 53.(A)** Throughout land law, it is necessary to bear in mind possible Convention rights.
- 54.(A)** International Covenant on Civil and Political Rights is considered part of the "International Bill of Human Rights".
- 55.(D)** The two factor theory of motivation is given by Herzberg.
- 56.(C)** Reinforcement theory of motivation is given by Skinner.
- 57.(A)** Achievement motivation relates to need of the person.
- 58.(C)** The Article 46 of the Constitution has made it obligatory on the state to protect the people of the SCs and STs from all forms of exploitation. The exercise about scheduling and dis-

scheduling in India gets hindered because on caste is willing to go out of the schedule. Reservation is also operative in promotions to higher levels.

- 59.(C)** A role set is a cluster of two or more roles that are reciprocal that are tied together in such a way that they must be enacted in interaction with one another e.g., student, teacher.
- 60.(C)** Onge tribes has been having a continuously declining population.
- 61.(C)** Domestic system, guild system, manorial system and industrial society- best represents the development of industrial society.
- 62.(A)** Industrialization increases urbanization. Urbanization has been a very important factor in lowering the birth rate. Death rate also fell rapidly due to medical improvement. Then there is Demography in the statistical study of population composition distribution and trends.
- 63.(A)** The people in an urban area are individualistic. They wish to live independent life. Functionalism views society as a system that is a set of interconnected parts which together form a whole. The basic unit of analysis is society as its various parts are understood in terms of their relationship to the whole.
- 64.(D)** The death of children below one year of life is known as Infant mortality.
- 65.(A)** In explaining a change in numbers the populationist begins with three variables birth rate, death rate and migration. If P_1 is the population of a given area at an earlier time and P_2 is the population at a later time then.
- $$P_2 = P_1 + (\text{Birth} - \text{Deaths}) + \text{Net Migration.}$$
- In this way he can state his variables in terms of processes (fertility, mortality and migration).
- 66.(B)** Durkheim viewed division of labour as an essential condition of organic solidarity. Individual depends upon those parts which the society is composed of. Society is an arrangement of different and specific functions. The individual's conscience distinct from the collective conscience.

- 67.(A)** (i) Age of Savagery and Barbarity; (ii) The Pastoral Stage; (iii) Agricultural Stage; (iv) Feudal Age; (v) Urbanization; (vi) The Capitalist Age; (vii) Industrial Age.
- 68.(C)** The operative function of HRM are related to specific activities of HRM, viz. employment, human resources development, compensation and employee relations Organizing is a managerial function of HRM.
- 69.(B)** Interpersonal role of a manager include figurehead, leadership and liaison. Leadership includes hiring, training, motivating and disciplining employees. In the liaison role, the managers interact with individual or groups, inside or outside the organization. In the figurehead role, the manager performs certain symbolic and ceremonial duties as head of a group.
- 70.(B)** Human behavior is either influenced by external factors or internal factors. If internal factors alone determine human behavior, the degree of change and growth possible for an individual would be highly restricted.
- 71.(D)** A grievance redressal procedure helps an organization in maintaining harmonious industrial relations, keep a check on biased/ arbitrary actions by supervisors, given an employee more than one opportunity in an effective redressal procedure, and helps in upward communication as employees are free to express their discontentment, problems or frustration to the top management. Thus grievance redressal procedures enhance the top management's awareness of the problems of employees.
- 72.(B)** Compensation includes all the extrinsic rewards received by an employee during and after the course of the job for the employee's contribution to the organization. Fringe benefits are connected to employment with an organization and not to performance, they include the monetary and non - monetary benefits given to the employee of an org. during the period of employment, and at times, after it. Bonus is primarily a share in the surplus and is directly related to the performance of the organization. Incentive is the rewards an employee earns in addition to regular wages on salary based on the performance of the individual the team and / or the organization.
- 73.(B)** Correlation is the study of the linear relationship between two variables. The coefficient of correlation measures the degree of relationship b/w two sets of figure or mutual dependence



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of two or more variables. A simple correlation can be defined as the tendency of Dependent variation.

74.(B) If a business spends excessively high amount in social welfare activities, it might transfer the cost to its customers in the form of higher prices. Indirectly society will be made to pay for the social involvement of the business.

75.(A) Interest free loans provided by companies to their employees are an example of benefits. Benefits are fringe advantages that accrue to an employee over and above his salary as a result of his employment and position in the organization and which are not related to his performance.

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