

## PROVISIONAL ANSWER KEY

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Question1:-Which of the following constitutes a job description ?

- i. Job Title
- ii. General information
- iii. Induction procedure
- iv. Purpose of position

A:-Only i and iv

B:-Only i, ii and iii

C:-Only iii and iv

D:-Only i, ii and iv

Correct Answer:- Option-D

Question2:-Which among the following is an operative function of HR managers ?

A:-Planning

B:-Organizing

C:-Procurement

D:-Controlling

Correct Answer:- Option-C

Question3:-The forecasting based on the subjective views of the managers on the HR requirements of an organization is known as

A:-Normal group technique

B:-Delphi technique

C:-Managerial judgement

D:-Work study technique

Correct Answer:- Option-C

Question4:-Internal recruitment has the potentiality to increase the \_\_\_\_\_ of the employees.

A:-Conflicts

B:-Misunderstanding

C:-Income

D:-Morale

Correct Answer:- Option-D

Question5:-A series of events and trainings that are job specific and that enable new hires to progress into successful employees is known as

A:-Induction

B:-Orientation

C:-On the job training

D:-Employee onboarding

Correct Answer:- Option-D

Question6:-When an organization decides to divide the HR department into various units that specializes on key human resource management functions, it is a case of

A:-Functional structure

B:-Services based structure

C:-Specialized structure

D:-Activity based structure

Correct Answer:- Option-A

Question7:-The approach which regards HRM as an integrated and interrelated set of activities which are interdependent on each other

A:-System approach

B:-Mechanical approach

C:-Integrated approach

D:-Functional approach

Correct Answer:- Option-A

Question8:-Which among the following is true about contingent workforce in an organization ?

- i. Temporary and contract workers in an organization
- ii. Used for filling absences or temporary work overload
- iii. People with specialized skills hired for a special project
- iv. Their contract may be renewed after the term

A:-Only i and iii

B:-Only i and ii

C:-Only iii

D:-All the above

Correct Answer:- Option-D

Question9:-In a recruitment test, when all the candidates are treated the same way, asked the same questions, under the same assessment conditions, time constraints and evaluation system, it is following the concept of

A:-Reliability

B:-Validity

C:-Stability

D:-Consistency

Correct Answer:- Option-A

Question10:-The process of eliminating unsuitable candidates is called

A:-Selection

B:-Recruitment

C:-Interview

D:-Induction

Correct Answer:- Option-A

Question11:-A group of employees who share common characteristics in terms of entry requirements to the job and a similar job market is defined as

A:-Job families

B:-Colleagues

C:-Incumbents

D:-Job seekers

Correct Answer:- Option-A

Question12:-Which of the following orders is followed in a typical selection process ?

A:-Test and/or interview, application form, reference check and physical examination

B:-Application form, test and/or interview, reference check and physical examination

C:-Reference check, application form, test and/or interview and physical examination

D:-Physical examination, test and/or interview, application form and reference check

Correct Answer:- Option-A

Question13:-An interview technique in which the applicant is made uncomfortable by a series of often rude questions

A:-Aggressive interview

B:-Intimidating interview

C:-Stress interview

D:-Random interview

Correct Answer:- Option-C

Question14:-What are the three dimensions of employee potential ?

A:-Height, Depth and Breadth

B:-Knowledge, Expertise and Attitude

C:-Responsible, Keen, Competent

D:-Vision, Mission, Target

Correct Answer:- Option-A

Question15:-A career path in which young entrants are given a general awareness about the organization and business initially and later they specialize in a chosen area, remain there until they reach a senior position and again become more general

A:-The narrow T model

B:-The wide T model

C:-The I model

D:-The Y model

Correct Answer:- Option-C

Question16:-Which among the following is used to denote the opportunity given to an employee to learn something new by posting in a new project or new team or a new business area or a new international assignment ?

A:-Career progression

B:-Deputation

C:-Secondments

D:-Deployment

Correct Answer:- Option-C

Question17:-A series of techniques to explore whether there is a need for a job and what exactly the job entails is known as

A:-Job description

B:-Job analysis

C:-Job specification

D:-Job information

Correct Answer:- Option-B

Question18:-A detailed statement of what the incumbent/post holder will have to achieve by specifying targets, outputs or outcomes is known as

A:-Job description

B:-Job analysis

C:-Job specification

D:-Job information

Correct Answer:- Option-A

Question19:-A description of the attributes and characteristics of an ideal candidate stating the skills, knowledge and experience required

A:-Person specification

B:-Job specification

C:-Job description

D:-Job advertisement

Correct Answer:- Option-A

Question20:-What is not true about internal recruitment ?

A:-Internal recruitment is cheaper

B:-It is quicker than external recruitment

C:-It brings in new ideas

D:-It may cause ill feeling among colleagues who are not selected

Correct Answer:- Option-C

Question21:-The process by which a new employee is integrated into the work role and the organization

A:-Recruitment

B:-Induction

C:-Selection

D:-Appointment

Correct Answer:- Option-B

Question22:-Which among the following are considered as selection methods ?

i. Application forms, CV, Biodata

ii. Psychometric tests

iii. References

iv. Interview panel

A:-Only i and iii

B:-Only i and ii

C:-Only iv

D:-All the above

Correct Answer:- Option-D

Question23:-Which among the following documents is ideal to collect biographical characteristics and factual information about a candidate's life history ?

A:-Biographical data

B:-CV

C:-Resume

D:-Application form

Correct Answer:- Option-A

Question24:-Tests that are designed to assess specific abilities or aptitudes such as critical reasoning, numerical ability or spatial ability.

A:-Psychological test

B:-Ability and aptitude test

C:-Personality test

D:-Reliability test

Correct Answer:- Option-B

Question25:-A task where candidates are required to produce a report based on an analysis of a variety of information and coordinating various actions in response to a number of competing demands

A:-In-tray exercises

B:-On the job training

C:-Group assignment

D:-Group discussion

Correct Answer:- Option-A

Question26:-Gestalt Psychology is based on

A:-Personality and Learning

B:-Behaviour and Learning

C:-Perception and Learning

D:-None of these

Correct Answer:- Option-C

Question27:-Schema Theory of Learning was developed by

A:-Atkinson and Shifrin

B:-Max Whetheimer

C:-R. C. Anderson

D:-None of these

Correct Answer:- Option-C

Question28:-Among the following statements which statements are clearly describing application of procedural memory ?

- i. Application of abilities to perform a dance
- ii. Describing a basic principle of Math
- iii. Non declarative knowledge in the form of skills and cognitive operations

A:-Statements i and ii

B:-Statements i and iii

C:-Statements ii and iii

D:-All statements

Correct Answer:- Option-B

Question29:-Which statement/s describes Rote learning ?

- i. Memorise something without full understanding
- ii. Do not know how the new information relates to another stored knowledge
- iii. Related items are stored in the memory as separate items

A:-All Statements are True

B:-Statement i is true and others false

C:-Statements i and iii true

D:-Statement iii is true and others false

Correct Answer:- Option-A

Question30:-Performance discrepancy in TNA (Training Need Analysis) implies

A:-Actual performance not equal to Expected Performance

B:-Actual performance and Expected Performance are equal

C:-Wrong standards of Expected Performance

D:-None of the above

Correct Answer:- Option-A

Question31:-Which of the following statements are true with respect to proactive TNA ?

- i. Proactive TNA is strategic and carefully planned without a definite problem as the focus
- ii. Proactive TNA is used to deliver new technique or process to employees and strengthening existing expectations
- iii. Proactive TNA happens when the weakness of workforce is unknown and it helps to indicate where help is needed

A:-Statement i true, Statements ii and iii false

B:-Statements i and ii true, Statement iii false

C:-Statements ii and iii true, Statement i false

D:-All Statements are true

Correct Answer:- Option-D

Question32:-Expand KSA in relation to TNA

A:-Knowledge, Skill, Attitude

B:-Key Strength Analysis

C:-Knowledge, Strategy, Adoption

D:-None of these

Correct Answer:- Option-A

Question33:-In TNA, Job analysis is done at

A:-Organisational analysis

B:-Operational analysis

C:-Personal analysis

D:-None of the above

Correct Answer:- Option-B

Question34:-Which of the following is not a model for organising Training and Development ?

A:-Faculty model

B:-Customer model

C:-Matrix model

D:-None of the above

Correct Answer:- Option-D

Question35:-Which of the following statements well describes blended learning ?

- i. Blended learning mean e-learning
- ii. Blended learning combines learning with technology
- iii. Blended learning combines online learning, face-to-face instruction and other methods for distributing learning content

A:-Statement i is more suitable to explain the concept of blended learning

B:-Statement iii well describes the concept

C:-Statement ii is apt explain the concept

D:-None of the above describes the concept of blended learning

Correct Answer:- Option-B

Question36:-Which of the following training method is popularly known as T-group training ?

A:-In-basket exercise

B:-Brainstorming

C:-Transactional analysis

D:-Sensitivity Training

Correct Answer:- Option-D

Question37:-A transaction in which the stimulus and response patterns from one ego state to another are parallel, the transaction is

A:-Non-complimentary

B:-Ulterior

C:-Complimentary

D:-None of the above

Correct Answer:- Option-C

Question38:-Read the statements and check whether they are true or false evaluation of training effectiveness is complex because

- i. It is abstract in nature and have long term impact on trainees and the organisation
- ii. There is no concrete quantitative measurements for training effectiveness

A:-Both statements are true

B:-Both statements are false

C:-Statement i is true and statement ii is false

D:-Statement i is false and statement ii is true

Correct Answer:- Option-A

Question39:-"Any attempt to obtain information (feedback) on the effect of a training programme and to assess the value of the training in the light of that information" is known as

A:-Training need analysis

B:-Training process

C:-Training and development

D:-Training effectiveness

Correct Answer:- Option-D

Question40:-Which of the following options are in SEQUENCE to describe training effectiveness measurement process ?

A:-Training Objectives – Collection of Information – Evaluation Criteria – Analysis

B:-Collection of Information – Training Objectives – Evaluation Criteria – Analysis

C:-Training Objectives – Evaluation Criteria – Collection of Information – Analysis

D:-Evaluation Criteria – Training Objectives – Collection of information – Analysis

Correct Answer:- Option-C

Question41:-ERG theory of motivation developed by

A:-Abraham Maslow

B:-Hertzberg

C:-McClelland

D:-Clayton Alderfer

Correct Answer:- Option-D

Question42:-The theory which has made a comparative study of American and Japanese management practices and adoption of Japanese management practices in American context is popularly known as

A:-Theory X

B:-Theory Y

C:-Theory Z

D:-None of these

Correct Answer:- Option-C

Question43:-Chris Argyris is associated with

A:-Needs theory

B:-Expectancy theory

C:-Immaturity-Maturity theory

D:-ERG theory

Correct Answer:- Option-C

Question44:-The multivariate model explaining the complex relationship exists between job attitudes and job performance is popularly known as

A:-Contingency model

B:-Porter and Lawler model

C:-Vroom-Yetton-Jago Model

D:-Henry Blanchard Model

Correct Answer:- Option-B

Question45:-Among the four labour codes which one covers the provisions related to Minimum Wages

A:-Code on Wages, 2019

B:-Industrial Relations Code, 2020

C:-Code on Social Security, 2020

D:-Occupational Health, Safety and Working Conditions Code, 2020

Correct Answer:- Option-A

Question46:-The Subsistence Theory on wages generally attributed to

A:-Adam Smith

B:-David Ricardo

C:-Karl Marx

D:-Francis A. Walker

Correct Answer:- Option-B

Question47:-"Wages represent the amount of value created in the production, which remains after payment has been made for all other factors of production". This theory is popularly known as

A:-Subsistence Theory

B:-Wage Fund Theory

C:-Residual Claimant Theory

D:-Marginal Productivity Theory

Correct Answer:- Option-C

Question48:-Hay profile is a method for

A:-Job enrichment

B:-Job analysis

C:-Job rotation

D:-Job evaluation

Correct Answer:- Option-D

Question49:-Bedeaux Plan is a

A:-Output based incentive plan

B:-Time based incentive plan

C:-Profit sharing plan

D:-None of the above

Correct Answer:- Option-B

Question50:-Evaluating a person based on a single trait is known as

A:-Similarity error

B:-Halo error

C:-Faulty assumptions

D:-Psychological blocks

Correct Answer:- Option-B

Question51:-BARS in performance appraisal means

A:-Behavioural Aptitude Rating System

B:-Behavioural Anchored Rating Scale

C:-Behavioural Attitude Ranking Scale

D:-Behavioural Aptitude Rating Scale

Correct Answer:- Option-B

Question52:-Which of the following action/s are true with respect to corrective action in Performance Appraisal System ?

i. Correcting Deviations

ii. Changing Standards

A:-Neither i or ii is true

B:-Both i and ii are true

C:-Statement i is true and ii is false

D:-Statement i is false and ii is true

Correct Answer:- Option-B

Question53:-A position from which someone is unlikely to move to a higher level is termed as

A:-Career goal

B:-Career path

C:-Career progression

D:-Career plateau

Correct Answer:- Option-D

Question54:-The concept of MBO was developed by

A:-Philip Kotler

B:-Henry Fayol

C:-Peter F. Drucker

D:-F. W. Taylor

Correct Answer:- Option-C

Question55:-A sequence of jobs that leads to your short and long term career goals

A:-Career planning

B:-Career development

C:-Career path

D:-None of the above

Correct Answer:- Option-C

Question56:-Which of the following best describes unitary approach to industrial relation ?

A:-Non-violence

B:-Social action

C:-Systematic construct

D:-Teamwork

Correct Answer:- Option-D

Question57:-'Tripartism' of India's industrial relation denotes three actors, namely

A:-Companies, Employee and Employer

B:-Employer, Employee and Associations

C:-Employer, Employee and State

D:-Employer, Employee and Trade union

Correct Answer:- Option-C

Question58:-Which of the following statements are true about the 'market' perspective of collective bargaining ?

- i. Collective bargaining is an economic and exchange relationship.
- ii. Decisions are made in participatory manner between employer and employees.
- iii. Labours are bought and sold in the market .

A:-Only i and ii

B:-Only i and iii

C:-Only ii and iii

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

Correct Answer:- Option-B

Question59:-Which of the following best describes the process of collective bargaining ?

A:-Discuss-Bargain-Resolve-Propose-Settlement

B:-Invite-Discuss-Propose-Bargain-Settlement

C:-Negotiate-Discuss-Propose-Bargain-Settlement

D:-Prepare-Discuss-Propose-Bargain-Settlement

Correct Answer:- Option-D

Question60:-What is 'disguised' form of grievance ?

A:-An employee is dissatisfied for certain factual reasons

B:-An employee is dissatisfied for reasons that are unknown to him

C:-An employee is dissatisfied for wrong perception

D:-An employee raised a complaint, but that is irrelevant

Correct Answer:- Option-B

Question61:-Open door policy of grievance handling is best suited to which of the following organisation ?

A:-International companies

B:-Large companies

C:-Small to medium sized companies

D:-Transnational companies

Correct Answer:- Option-C

Question62:-Which of the following best describes 'employee discipline' ?

A:-A grievance redressal procedure

B:-Enforcement of organisational rules



C:-Behaviour of compliance to the rules

D:-Punishment to employees for their indiscipline

Correct Answer:- Option-C

Question63:-Which of the following is the most suitable approach to positive discipline ?

A:-Alert-attend-talk-write-send out

B:-Eye contact-oral statement-written document-expel

C:-Talk-write-punish-expel

D:-Verbal caution-written reprimand-suspension-discharge

Correct Answer:- Option-D

Question64:-Which of the following are occupational safety laws applicable in India ?

- i. The Factories Act, 1948
- ii. The Mines Act, 1952
- iii. The Dock Workers' Act, 1986

A:-Only i and ii

B:-Only i and iii

C:-Only ii and iii

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

Correct Answer:- Option-D

Question65:-Which of the following statements are true about the measures and means for preventing accidents in workplaces ?

- i. Minimize unsafe conditions by reducing physical hazards
- ii. Prevent through proper employee screening and placement
- iii. Encouraging employees to wear personal protective equipment

A:-Only i and ii

B:-Only i and iii

C:-Only ii and iii

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

Correct Answer:- Option-D

Question66:-Which of the following are true about the risk of HRIS ?

- i. Employees' stress and resistance to change
- ii. Privacy concerns
- iii. System rigidity and lac of flexibility

A:-Only i and ii

B:-Only i and iii

C:-Only ii and iii

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

Correct Answer:- Option-D

Question67:-Which of the following are HRIS sub-systems ?

A:-Transaction-processing system

B:-Work-flow system

C:-Decision support system

D:-All of the above

Correct Answer:- Option-D

Question68:-What are the benefits of HRIS ?

A:-Faster recruitment, better quality hiring, improved organisational culture

B:-Improved employee branding, greater retention, HPWS

C:-Reduced paper works, faster recruitment, better quality hiring

D:-All of the above

Correct Answer:- Option-A

Question69:-What are the steps involved in the implementation of HRIS ?

A:-Plan-Develop-Define-Train-Disseminate-Deploy

B:-Search-Create-Develop-Configure-Train-Deploy

C:-Search-Plan-Define-Configure-Train-Deploy

D:-None of the above

Correct Answer:- Option-C

Question70:-Which of the following are the drawback of manual entering of data under HRIS ?

- A:-Accuracy, Fragmentation and Duplication
- B:-Fragmentation, Duplication and Security
- C:-Security, Duplication and Time
- D:-All of the above

Correct Answer:- Option-A

Question71:-Which of the following is not involved in HRIS system design ?

- A:-N-Tier architecture
- B:-One-Tier architecture
- C:-Three-Tier architecture
- D:-Two-tier architecture

Correct Answer:- Option-B

Question72:-Programme languages that are designed to express mathematical and symbolic computation is called

- A:-Algorithmic language
- B:-Assembly language
- C:-Machine language
- D:-Scripting language

Correct Answer:- Option-A

Question73:-Which of the following are programming languages ?

- A:-C++, Python, Kotlin, Ruby
- B:-C++, Java, Python, Microsoft
- C:-C++, Java, Python, Android
- D:-C++, Java, Python, Kotlin

Correct Answer:- Option-A

Question74:-Which of the following is a method of payment under e-commerce ?

- A:-Cash on delivery
- B:-E-wallet
- C:-USSD
- D:-All of the above

Correct Answer:- Option-D

Question75:-What are the risks associated with m-commerce ?

- A:-Scams, Network failure, Wrong payee
- B:-Network failure, Scams, Security issues
- C:-Scams, Wrong payee, Wrong channel
- D:-All of the above

Correct Answer:- Option-B

Question76:-Which of the following statement(s) is/are correct about the Cash Flow Statement ?

- i. It is one of the tools for assessing the liquidity and solvency of the enterprise.
- ii. It is a summarized statement showing sources of cash inflow and applications of cash outflows of an enterprise.
- iii. It explains cash movements under four different heads.

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

Correct Answer:- Option-B

Question77:-Which of the following statement(s) is/are correct about the Quick Ratio ?

- i. It is the ratio of quick or liquid assets to current liabilities.
- ii. It is also known as 'Acid-Test Ratio'.
- iii. It is calculated to serve as a supplementary check on the liquidity position of the business.

- A:-Only (ii and iii)
- B:-Only (i and ii)
- C:-Only (i and iii)

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

Correct Answer:- Option-D

Question78:-Which of the following statement(s) is/are correct about the human resources budgeting ?

- i. It assists managers in making good decisions about hiring, training and developing employees.
- ii. It can help curb over-spending money on hiring surplus employees.
- iii. It allows the organization to allocate limited resources among specific groups of individuals.

A:-Only (ii and iii)

B:-Only (i and ii)

C:-Only (i and iii)

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

Correct Answer:- Option-D

Question79:-HCROI stands for

A:-Heavy Capital Return On Investment

B:-Human Capital Return On Investment

C:-Human Capacity Return On Investment

D:-Human Capital Risk On Investment

Correct Answer:- Option-B

Question80:-\_\_\_\_\_ ratios are calculated for measuring the efficiency of operations of a business based on the effective utilisation of resources.

A:-Activity Ratios

B:-Turnover Ratios

C:-Efficiency Ratios

D:-All of the above

Correct Answer:- Option-D

Question81:-Which of the following statement is incorrect about the opportunity cost ?

A:-It is the cost of producing any commodity in the next best alternative cost

B:-It helps in the best allocation of available resources

C:-It is the value of the forgone alternative

D:-It is also known as 'Outlay Costs'

Correct Answer:- Option-D

Question82:-\_\_\_\_\_ is the cost of producing an additional unit of output.

A:-Fixed cost

B:-Marginal cost

C:-Sunk cost

D:-Average cost

Correct Answer:- Option-B

Question83:-Which of the following is not an assumption of the production function ?

A:-Production function is related to specific time period

B:-There is no change in technology

C:-The factors of production are not divisible

D:-Production function can be fitted to a short run or to a long run

Correct Answer:- Option-C

Question84:-Find the odd one out.

A:-Gross Domestic Product

B:-Unemployment rates

C:-Inflation

D:-Marketing Intermediaries

Correct Answer:- Option-D

Question85:-Which of the following results in a positively sloped demand curve ?

- i. Substitution effect
- ii. Demonstration effect
- iii. Speculative effect
- iv. Income effect

A:-Only (ii)

B:-Both (i and iv)

C:-Both (ii and iii)

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

Correct Answer:- Option-C

Question86:-Which of the following statement(s) is/are correct about HR Metrics ?

- i. They help the management in tracking the productivity of employees.
- ii. They also identify training gaps, so support can be provided to keep the performance levels intact.
- iii. HR metrics play a significant role in developing a sustainable work environment for the workforce to aid greater efficiency and productivity.

A:-Only (ii and iii)

B:-Only (i and ii)

C:-Only (i and iii)

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

Correct Answer:- Option-D

Question87:-Find the odd one out.

A:-Total Turnover Rate

B:-Time to Hire

C:-Inventory Turnover Ratio

D:-Revenue per Employee

Correct Answer:- Option-C

Question88:-\_\_\_\_\_ is the process of comparing one's business processes and performance metrics to industry bests or best practices from other industries.

A:-Environmental Scanning

B:-Benchmarking

C:-Strategic HR Management

D:-HR Audit

Correct Answer:- Option-B

Question89:-Which of the following statement(s) is/are incorrect about the HR dashboard ?

- i. An HR dashboard is a dynamic overview of the most important HR metrics in one place.
- ii. It reflects efforts to align real-time analysis of organizational and HR processes as well as an increased capacity to aggregate organizational data.
- iii. An HR dashboard is an inefficient way to monitor, manage and track data.

A:-Only (ii)

B:-Only (i and ii)

C:-Only (iii)

D:-Only (i and iii)

Correct Answer:- Option-C

Question90:-\_\_\_\_\_ is the process of collecting and analysing Human Resource data in order to improve an organization's workforce performance.

A:-HR analytics

B:-People analytics

C:-Talent analytics

D:-All the above

Correct Answer:- Option-D

Question91:-Which among the following is incorrect ?

A:-Revenue per employee : It is the total amount of revenue generated in a given period of time, divided by the total number of employees

B:-Retention Rate : If refers to the total number of workers who leave a company over a certain time period

C:-Time to productivity : It is the average time it takes a new employee to reach the expected level of performance

D:-Cost per hire : It measures the costs associated with the process of hiring new employees

Correct Answer:- Option-B

Question92:-HRIS stands for

A:-Human Resources Investment System

B:-Human Resources Information System

C:-Human Resources Intelligence System

D:-Human Resources Information Structure

Correct Answer:- Option-B

Question93:-Which among the following is an example of ethical misconduct in human resources activities ?

- i. Personal bias in performance appraisals and pay increases
- ii. Intentionally violating safety/health regulations
- iii. Discriminatory favouritism in hiring and promotion
- iv. Misrepresenting hours and time worked

A:-Only (i, ii and iii)

B:-Only (i and ii)

C:-Only (i and iii)

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

Correct Answer:- Option-D

Question94:-Which among the following is the most basic and the simplest form of analytics ?

A:-Prescriptive analytics

B:-Diagnostic analytics

C:-Predictive analytics

D:-Descriptive analytics

Correct Answer:- Option-D

Question95:-Cost per Hire (CPH) = ?

A:- $(\text{Total Internal Recruiting Cost} + \text{Total External Recruiting Cost}) / \text{Total Number of Hires}$

B:- $(\text{Total Internal Cost} + \text{Total External Cost}) / \text{Total Cost of Recruitment}$

C:- $\text{Total Internal Cost} / \text{Total External Cost}$

D:- $\text{Total Number of Applicants} / \text{Number of Job openings}$

Correct Answer:- Option-A

Question96:-Identify the incorrect statement from the following

A:-Gig workers are independent contractors, online platform workers, contract firm workers, on-call workers and temporary workers

B:-The term "gig" is a slang word for a job that lasts a specified period of time

C:-The gig economy is highly regulated; therefore, workers have high job security and a lot of benefits

D:-Gig work consists of income-earning activities outside of traditional, long-term employer-employee relationships

Correct Answer:- Option-C

Question97:-\_\_\_\_\_ is the process of identifying, organizing, storing and disseminating information within an organization.

A:-Knowledge visualization

B:-Knowledge search

C:-Knowledge base

D:-Knowledge management

Correct Answer:- Option-D

Question98:-Identify the incorrect one from the following

A:-Labour Code (Wage Code), 2019

B:-Social Security Code, 2019

C:-OSH Code (Occupational, Safety, Health and Working Conditions Code), 2020

D:-Industrial Relations (IR) Code, 2020

Correct Answer:- Option-B

Question99:-In 2019 and 2020, \_\_\_\_\_ central labour laws were amalgamated, rationalised and simplified into four labour codes.

A:-29

B:-28

C:-30

D:-27

Correct Answer:- Option-A

Question100:-Which of the following statement(s) is/are correct about Workplace Diversity ?

- i. Diversity in the workplace means the acceptance and inclusion of employees of all backgrounds.
- ii. A diverse workplace is an important asset since it acknowledges the individual strengths of each employee and the potential they bring.
- iii. Diversity management focuses on organizational efforts to ensure that all people are valued regardless of their differences.

A:-Only (ii and iii)

B:-Only (i and ii)

C:-Only (i and iii)

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

Correct Answer:- Option-D