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Participant ID	
Participant Name	
Test Center Name	
Test Date	26/05/2019
Test Time	2:30 PM - 5:00 PM
Subject	Executive Trainee HR

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Section : Discipline Question

**Q.1** Within six months from the date on which Industrial Employment (Standing Orders) Act, 1946 becomes applicable to an industrial establishment, the employer shall submit to the Certifying Officer \_\_\_\_\_ copies of the draft standing orders.

- Ans
- ☒ 1. 3
  - ☒ 2. 4
  - ☒ 3. 5
  - ☒ 4. 1

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Question ID : 1501838923  
Status : Answered  
Chosen Option : 3

**Q.2** A schedule in which an employee works fewer but longer days each week is known as:

- Ans
- ☒ 1. Telecommuting
  - ☒ 2. Compressed workweek
  - ☒ 3. Job enrichment
  - ☒ 4. Job sharing

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Question ID : 1501838838  
Status : Answered  
Chosen Option : 2

**Q.3** \_\_\_\_\_ is a systematic method for teaching job skills that involves presenting questions or facts. It allows the learner to respond and gives him immediate feedback on the accuracy of his answers.

- Ans
- ☒ 1. Reaction learning
  - ☒ 2. First order learning
  - ☒ 3. Non programmed learning
  - ☒ 4. Programmed learning

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Question ID : 1501838828  
Status : Answered  
Chosen Option : 4

Q.4 The inclination to rate all employees the same way, for example, rating them all as average, is known as:

- Ans ☒ 1. Leniency [Visit www.hrpreparation.com for full solved paper with detailed explanations](http://www.hrpreparation.com)
- ☒ 2. Central tendency
- ☒ 3. Severity
- ☒ 4. Recency [www.hrpreparation.com](http://www.hrpreparation.com)

Question ID : 1501838833

Status : Answered

Chosen Option : 2

Q.5 Which of the following is paid for the bare subsistence of a worker?

- Ans ☒ 1. Descent wage
- ☒ 2. Ex-gratia wage
- ☒ 3. Living wage [www.hrpreparation.com](http://www.hrpreparation.com)
- ☒ 4. Minimum wage

Question ID : 1501838926

Status : Answered

Chosen Option : 4

Q.6 Which of the following is NOT a central trade union organisation?

- Ans ☒ 1. Employers Federation of India
- ☒ 2. Centre of Indian Trade Unions [www.hrpreparation.com](http://www.hrpreparation.com)
- ☒ 3. Hind Mazdoor Sabha
- ☒ 4. All India Trade Union Congress

Question ID : 1501838901

Status : Answered

Chosen Option : 1

Q.7 \_\_\_\_\_ is conscious planning of one's activities and engagements in the jobs one undertakes in the course of his/her life for better fulfilment, growth and financial stability.

- Ans ☒ 1. Competency modelling
- ☒ 2. Career anchor
- ☒ 3. Career management [www.hrpreparation.com](http://www.hrpreparation.com)
- ☒ 4. Competency mapping

Question ID : 1501838881

Status : Answered

Chosen Option : 3

Q.8 Which of the following uses collaboration software to enable multiple remote learners using their PCs, tablets or laptops to participate in live audio and visual discussions, communicate via written text and learn via content such as Microsoft PowerPoint slides?

- Ans ☒ 1. Orientation
- ☒ 2. Job instruction training
- ☒ 3. Virtual classroom [www.hrpreparation.com](http://www.hrpreparation.com)
- ☒ 4. Onboarding

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Question ID : 1501838829

Status : Answered

Chosen Option : 3

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**Q.9** The variety or multiplicity of demographic features that characterise a company's workforce, particularly in terms of race, sex, culture, national origin, handicap, age and religion is known as:

- Ans
- ☒ 1. Enlargement
  - ☒ 2. Diversity
  - ☐ 3. Enrichment
  - ☐ 4. Complexity

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Question ID : 1501838853

Status : Answered

Chosen Option : 2

**Q.1** When an organisation spreads information about an open job and its attributes such as qualification, working schedule and pay rate among its employees, it is called:

- Ans
- ☒ 1. Internal job posting
  - ☐ 2. Temping
  - ☐ 3. Offshoring
  - ☐ 4. Outsourcing

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Question ID : 1501838817

Status : Answered

Chosen Option : 1

**Q.1** Which of the following is a measurement of the cost and value of HR in the organisation?

- Ans
- ☐ 1. Organisational climate
  - ☐ 2. Benchmarking
  - ☐ 3. Training
  - ☒ 4. HR accounting

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Question ID : 1501838883

Status : Answered

Chosen Option : 4

**Q.1** The practice of introducing change by suggesting that an impending crisis is likely is known as:

- Ans
- ☒ 1. Doomsday management
  - ☐ 2. Management by exception
  - ☐ 3. Inside moonlighting
  - ☐ 4. Management by wandering around

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Question ID : 1501838868

Status : Answered

Chosen Option : 1

**Q.1** \_\_\_\_\_ is based on showing that scores on a test are related to performance on the job.

- Ans
- ☐ 1. Ratio validity
  - ☒ 2. Criterion validity

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