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 Paper 3 has been removed from NET from 2018 ([Notification](https://www.examrace.com/NTA-UGC-NET/NTA-UGC-NET-Updates/NEWS-UGC-NET-Exam-Changes-2018.htm) [<https://www.examrace.com/NTA-UGC-NET/NTA-UGC-NET-Updates/NEWS-UGC-NET-Exam-Changes-2018.htm>])- now paper 2 and 3 syllabus is included in paper 2. Practice both paper 2 and 3 from past papers.

NTA NET Labor-Welfare September-2013 Solved Paper II

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1. Time and Motion Study was propounded by

- a. Louis D. Brandies
- b. Frank B. Gilberth
- c. Elton Mayo
- d. Henry Gnatt

■ Answer: b

2. Which of the following is a process of communication?

- a. Downward
- b. Upward
- c. Lateral
- d. All the above

■ Answer: d

3. Hawthorne Experiment findings led to

- a. Behavioural Approach
- b. Systems Approach
- c. Human Relations Approach
- d. Scientific Management Approach

■ Answer: c

4. Which of the following is not a path in grapevine chain?

- a. Non-profitability
- b. Single strand

c. Gossip

d. Cluster Chair

■ Answer: a

5. When the chain of command is longer than the span of control, the resultant organization structure would be

a. Linear structure

b. Flat structure

c. Tall structure

d. Free-form Organization structure

■ Answer: c

6. In an organization, under line and staff the function of 'staff' is

a. Superior

b. Managerial

c. Authoritative

d. Advisory

■ Answer: d

7. Which one of the following is not the method of job evaluation?

a. Ranking

b. Forced Distribution

c. Grading

d. Point Method

■ Answer: b

8. Under which of the following legislations a statutory machinery for grievance handling is given?

a. The Industrial Employment (Standing Orders) Act, 1946

b. The Factories Act, 1948

c. The Industrial Disputes Act, 1947

d. The Trade Pensions Act, 1926

■ Answer: c

9. Arrange the following steps of disciplinary procedure in the order in which they are used:

a. Dismissal and discharge

b. Show-cause notice

c. Domestic enquiry

d. Serving of charge sheet

e. Submission of the report

■ Codes:

a. 2, 4, 3, 5, a

b. 2, e, 3, 4, a

c. 3, 4, 2, 5, a

d. 4, 2, 3, 5, a

■ Answer: a

10. Outsourcing stands for

a. Retrenching services of surplus employees

b. Encouraging voluntary retirement

c. Contracting out the work to other organisations

d. Slowing down of production

■ Answer: c

11. HRD systems include

a. Performance Appraisal

b. Potential Appraisal and Development

c. Feedback and Performance coaching

d. All the above

■ Answer: d

12. QWL movement was spearheaded by

a. CA Barlett and S Ghoshal

b. Eric Tryst, Fred Enery, Eina Thorsrud

c. D Harnett and L Cummings

d. Ronen Simcha and Oded Shankar

■ Answer: b

13. Match the following List-I and List-II:

List-I	List-II
<p>a. Eric Berne</p> <p>b. Thomas A Harris</p> <p>c. James and Dorothy Jongeward</p> <p>d. SR Udupa</p>	<p>a. Born to Win</p> <p>b. Quality Circles in India</p> <p>c. I am OK – You are OK</p> <p>d. Transactional Analysis</p>

Table Supporting: NTA NET NTA UGC NET Previous Years Papers September-2013 Solved Paper II

D

	4312	1342
ABC	2413	4123

■ Answer: a

14. Arrange in sequence the five steps procedure for Behaviourally anchored rating scales (BARS) :

- a. Identify Performance Dimensions
- b. Collect critical incidents
- c. Rate the incidents
- d. Re-classify the incidents
- e. Develop the final instrument

■ Codes:

- a. 2, 4,1, 5,3
- b. 4, 2,1, 5, c
- c. 2, 1,4, 3,5
- d. 2, 4,5, 1,3

■ Answer: c

15. Which one is not a part of effective organization's career planning process?

- a. Assessment of Occupational and career choice
- b. Personal Assessment
- c. Annual Appraisal and Development Programme
- d. Incentive Management

■ Answer: d

16. The famous definition of 'personality' as "the dynamic organization within the individual of those psychological systems that determine his unique adjustments to his environment" – is given by

- a. Theodore T. Herbert
- b. Sigmund Freud
- c. Gordon Allport
- d. James Watson

■ Answer: c

17. Arrange the following steps in OB Mod in their right sequence:

- a. Identification of behavioural contingencies
- b. Measurement of the behaviours
- c. Identification of performance related behaviours

- d. Evaluation of performance improvement
- e. Development and implementation of intervention strategy

■ Codes:

- a. 1, 3, 2, 5, 4
- b. 3, 1, 2, 4, 5
- c. 1, 4, 3, 2, 5
- d. 3, 2, 1, 5, 4

■ Answer: d

18. Match the following:

List-I (Theories of Motivation)	List-II (Propagators)
<ul style="list-style-type: none"> a. Expectancy Theory b. ERG Theory c. Equity Theory d. Job Characteristics Model 	<ul style="list-style-type: none"> a. J Stacy Adams b. Hackman & Oldham c. Clayton Alderfer d. Victor Vroom

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D

3124 4123

ABC 4312 4213

■ Answer: b

19. When a sender manipulates information so that it will be seen more favourably by the receiver in communication, it is called

- a. Selective Perception
- b. Linguistic Trap
- c. Filtering
- d. Emotional Appeal

■ Answer: c

20. Leader-Member relations; task structure and position power are attributes of which leadership theory?

- a. Trait Theory
- b. Behavioural Theory
- c. Situational Theory
- d. Contingency Theory

■ Answer: d

21. Who has propounded the theory that "Industrial Conflict is a part of the broader social conflict between classes and used to explain fundamental historical process of change and development in human society"

- a. Frank Tannenbaum
- b. Adam Smith
- c. Karl Marx
- d. G. D. H. Cole

■ Answer: c

22. In which year the two consultative machinery Indian Labour Conference and Standing Labour Committee were constituted in India?

- a. 1941
- b. 1942
- c. 1947
- d. 1951

■ Answer: b

23. Identify the functions of Joint Management Council:

- a. Information sharing
- b. Consultative
- c. Administrative
- d. All the above

■ Answer: d

24. By which amendment the provisions of Workers ' Participation in Management was incorporated in the Indian Constitution?

- a. 41
- b. 42
- c. 43
- d. 44

■ Answer: b

25. The structure of I. L. O. Includes

- a. an International Labour Conference
- b. a Governing Body
- c. an International Labour Office
- d. All the above

■ Answer: d

26. Who was the founder of the Madras Labour Union?

- a. Ansuya Ben Sarabhai

- b. B. P. Wadia
- c. N. M. Lokhande
- d. Sankarlal Banker

■ Answer: b

27. Who has defined that “a trade union means an association carried on mainly for the purpose of protecting and advancing the members’ economic interest (higher wages, better conditions of work) ”

- a. Selig Perlman
- b. G. D. H. Cole
- c. Robert F. Hoxie
- d. Frank Tannenbaum

■ Answer: b

28. Under which of the following legislations there is a provision called ‘protected workmen’

- a. Trade Unions Act, 1926
- b. Industrial Employment (Standing Orders) Act, 1946
- c. Factories Act, 1948
- d. Industrial Disputes Act, 1947

■ Answer: d

29. Which one of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?

- a. Conciliation Officer
- b. Board of Conciliation
- c. Collective Bargaining
- d. Labour Court

■ Answer: c

30. Creation of a political fund by trade unions under the Trade Union Act is

- a. Compulsory
- b. Optional
- c. by donation from political parties
- d. No such provision in the Act

■ Answer: b

31. Who among the following mentioned the four major principles of labour legislations?

- a. Frank Tillayard
- b. I. L. O.

- c. R. K. Das
- d. P. L. Mallick

■ Answer: c

32. The Child Labour (Prohibition and Regulation) Act, 1986 is an example of

- a. Regulative Labour Legislation
- b. Protective Labour Legislation
- c. Social Security Legislation
- d. Welfare Legislation

■ Answer: b

33. Which of the following common defences were not available to the employers in cases of compensation for accidents under the common law?

- a. Doctrine of Assumed Risk
- b. Doctrine of Contributory Negligence
- c. Doctrine of Common Employment and Fellow Servant's responsibility
- d. Doctrine of Natural Risk

■ Answer: d

34. Which of the following is not a statutory welfare facility under the Factories Act, 1948?

- a. Crèche
- b. Canteen
- c. Transport
- d. First-Aid Boxes

■ Answer: c

35. The condition of 70 days of employment in the 12 months immediately preceding the date of benefit has been made an eligibility condition for getting

- a. Maternity Benefit under the Maternity Benefit Act
- b. Disablement benefit under the ESI Act
- c. Gratuity under the Payment of Gratuity Act
- d. Sickness benefit under the ESI Act

■ Answer: a

36. Under which Schedule of the Industrial Disputes Act, 1947 Public Utility Services have been listed out?

- a. 1st Schedule
- b. 2nd Schedule
- c. 3rd Schedule

d. 4th Schedule

■ Answer: a

37. The minimum rate of subsistence allowance in case of suspension pending enquiry has been given under which of the following legislations?

- a. Industrial Disputes Act
- b. Trade Union Act
- c. Industrial Employment (Standing Orders)
- d. None of the above, Act

■ Answer: c

38. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?

- a. Basic Wage
- b. Dearness Allowance
- c. Incentive
- d. Gratuity

■ Answer: d

39. Which of the following statements is not correct as per the Payment of Bonus Act, 1965?

- a. It is applicable to construction industry.
- b. It does not apply to employees in Life Insurance Corporation of India.
- c. Allocable surplus means 67% of the available surplus.
- d. Employee means any person including apprentice.

■ Answer: d

40. "No discrimination to be made while recruiting men and women workers" is given under which of the following legislations?

- a. Factories Act
- b. Equal Remuneration Act
- c. Employment Exchanges (Compulsory Notification of Vacancies) Act
- d. Minimum Wages Act

■ Answer: b

41. Which of the following is not an extra-mural welfare?

- a. Co-operative consumer facility
- b. Creche for child care
- c. Recreational club
- d. Health and Medical Services

■ Answer: b

42. "Workers are becoming conscious of their rights and privileges therefore it is prudent to appease the workers" is the philosophy of which theory of labour welfare?

- a. Placating Theory
- b. Policing Theory
- c. Philanthropic Theory
- d. Paternalistic Theory

■ Answer: a

43. ' Social Invasion of Work Place ' and long arm of job ' explain the logic behind which of the following welfare activities?

- a. Reducing accidents and promoting safety
- b. Reducing indebtedness through co-operatives
- c. Labour Community Development
- d. All the above

■ Answer: c

44. ■ **Assertion (A)** : Industrial accidents occur inter-alia due to fatigue.

■ **Reason (R)** : Fatigue is the result of personal health condition of the worker as well as by overwork, monotony and boredom as part of work experience.

- a. A is right but R is wrong.
- b. A is right and the R rightly explains the (A) .
- c. Both A and R are wrong.
- d. A is wrong but R is right.

■ Answer: b

45. Which of the following statements about welfare officer is not correct?

- a. Welfare Officer is statutory.
- b. The Qualifications and duties of Welfare Officer are prescribed.
- c. 'Welfare Officer' is a 'Third Force'
- d. Welfare Officer has to represent the employer in cases of industrial dispute.

■ Answer: d

46. The first Wage Board in India was set up in

- a. 1957
- b. 1958
- c. 1959
- d. 1960

■ Answer: a

47. Arrange the following in order of their amount in an ascending order:

- a. Living Wage
- b. Subsistence Wage
- c. Fair Wage
- d. Minimum Wage

■ Codes:

- a. 2,3, 4,1
- b. 3,4, 2, a
- c. 2,4, 3,1
- d. 4,1, 3, b

■ Answer: c

48. Which of the following cannot be regarded as a method of State Regulation of Wages?

- a. Wage Boards
- b. A Statutory Minimum Wage
- c. Adjudication and arbitration awards
- d. Collective Bargaining

■ Answer: d

49. Which of the following is regarded as Iron Law of Wage?

- a. Marginal Productivity Theory
- b. Subsistence Theory
- c. Wage Fund Theory
- d. Residual Claimant Theory

■ Answer: b

50. Which of the following is not a type of unemployment?

- a. Frictional Unemployment
- b. Technological Unemployment
- c. Disguised Unemployment
- d. Migratory Unemployment

• Answer: d