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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])- now paper 2 and 3 syllabus is included in paper 2. Practice both paper 2 and 3 from past papers.

## NTA NET Labor-Welfare June-2012 Solved Paper III

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1. Match the following:

List-I	List-II
<p>a. F J Roethlisberger &amp; Dickson</p> <p>b. Elton Mayo</p> <p>c. Douglas McGregor</p> <p>d. Rensis Likert</p>	<p>a. New Patterns of Management</p> <p>b. The Human side of enterprise</p> <p>c. The Management and Worker</p> <p>d. The human problems of industrial civilization</p>
Table Supporting: NTA NET NTA UGC NET Previous Years Papers June-2012 Solved Paper III	

**D**

**2413    4312**

**ABC        3421    2341**

■ Answer: b

2. Who is associated with the 'illumination experiment' of the Hawthorne Experiment?

- a. Elton Mayo
- b. George A. Pennock
- c. F. J. Roethlisberger
- d. None of the above

■ Answer: b

3. The paper "Engineer as an Economist" which influence F. W. Taylor to develop his Scientific Management Principles was authored by
- Charles A. Babbage
  - Henry Gnatt
  - Henry R. Towne
  - Louis D. Brandies
- Answer: c
4. The systematic process of making job valuation determinations about a job based upon its content and the way in which it actually functions within the organization is called:
- Job Determination
  - Job Analysis
  - Job Evaluation
  - Job Grading
- Answer: c
5. Sensitivity training is also known as:
- X-group training
  - Y – group training
  - T – group training
  - Core group training
- Answer: c
6. In which public sector organization quality circles was first introduced in India.
- Hindustan Aeronautics Ltd.
  - Bharath Earth Movers Ltd.
  - Bharath Heavy Electricals Ltd.
  - Hindustan Machine Tools Ltd.
- Answer: c
7. Which are not the characteristics of grievances?
- Factual
  - Fabricated
  - Disguised
  - Imaginary
- Answer: b
8. Match the following:

List-I (Enactment)	List-II (Year)
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a. Industrial employment Standing orders Act 1.	a. 1948
b. Industrial Disputes Act	b. 1926
c. Factories Act	c. 1947
d. Trade Unions Act	d. 1946

*Table Supporting: NTA NET NTA UGC NET Previous Years Papers June-2012 Solved Paper III*

**D**

**3241 2143**

**ABC 4213 4312**

■ Answer: d

9. List of unfair labour practices on the part of the trade unions and employers was included in

- a. Factories Act
- b. Industrial Dispute Act
- c. Trade union Act
- d. None of the above

■ Answer: b

10. Not more than 50% of members of the office bears of Trade union can be outsiders, as per provisions of legislations.

- a. Industrial Dispute Act
- b. Trade Union Act
- c. Mines Act
- d. ESI Act

■ Answer: b

11. Who coined the term Scientific Management?

- a. Louis D. Brandies
- b. F. W. Taylor
- c. Douglas McGregor
- d. None of the above

■ Answer: b

12. Who propagated the quality of work life as a descending participation mechanism?

- a. Frederick Herzberg
- b. Eric Tryst
- c. A. K. Rice

d. John T. Dunlop

■ Answer: b

13. Statutory Minimum wage is fixed under

a. Payment of Wages Act, 1936

b. Equal Remuneration Act, 1976

c. Workmen's Compensation Act, 1923

d. Minimum Wages Act, 1948

■ Answer: d

14. The employee State Insurance Act was enacted the basis of which committee's report?

a. B. R. Ambedkar Committee

b. B. P. Adarkar Committee

c. Royal Commission on Labour

d. Labour Investigation Committee

■ Answer: b

15. Who is the author of the book "Fifth Discipline the Art and Practice of the Learning Organization"

a. Peter Clark

b. Peter Segne

c. Peter F. Drucker

d. Tom Peters

■ Answer: b

16. Who has advanced the single loop and double loop learning models?

a. Albert Bandura

b. Robert Blake

c. Robert Katz

d. Chris Argyris

■ Answer: d

17. "Creating jobs, guaranteeing rights at work, extending social protection and promoting social dialogue" are contents of which of the following programmes of ILO?

a. Human Rights

b. Decent Work

c. International Programme on the Elimination of Child Labour

d. INDUS Child Labour Project

■ Answer: b

18. In which company's Six Sigma was first experimented?

- a. Toyota
- b. Motorola
- c. Sony
- d. Ford

■ Answer: b

19. The philosophy of 'never-ending improvement' in total quality management is called

- a. Kanaban
- b. Business Process Re-engineering
- c. Benchmarking
- d. Kaizan

■ Answer: d

20. Who has given the 'Balance Score Card' as a measurement based performance management strategy?

- a. Robert S. Kaplan and David P. Norton
- b. Hammel and Prahalad
- c. Stablein and Nord
- d. Pascale and Athos

■ Answer: a

21. Who had advanced the 'Business Process Reengineering' concept?

- a. K. Pang and N. Oliver
- b. R. Stablein and W. Nord
- c. Michael Hammer and James Champy
- d. M. Mandenhall and U. Oddon

■ Answer: c

22. Which of the following statements is not true about the five disciplines identified by Peter Senge?

- a. Personal Mastery in the first discipline
- b. Mental models is not included in the five disciplines
- c. Building shared vision is a part of the five disciplines
- d. System thinking is the last discipline

■ Answer: b

23. Who has started that Collective bargaining is essentially a process in which employees act as a group in seeking to shape conditions and relationships in their

employment.

- a. R. F. Hoxie
- b. L. G. Reynolds
- c. Dale Yoder
- d. J. F. Richardson

■ Answer: c

24. In which year the formation of the National Renewal Fund to protect the interest of the workers was announced:

- a. 1956
- b. 1991
- c. 1969
- d. 1992

■ Answer: b

25. Identify the factors which do not help organisation in dealing with knowledge management

- a. Improve the returns
- b. Improve competency
- c. Do not exploit opportunity
- d. Great value for core business

■ Answer: c

26. Who are not the actors according to Dunlop's framework of industrial relations system?

- a. Managers and their representatives
- b. Workers and their organisations
- c. Specialized government agencies
- d. Communities and their associations

■ Answer: d

27. According to whom 'Conflict is necessary but it can be and needs to be managed and resolved'

- a. Unitarists
- b. Pluralists
- c. Classicalists
- d. Modernists

■ Answer: a

28. Who observed that the respect for rules depends on the manner of their formulation?

- a. Web, S. And Web, B.
- b. Flanders, A.
- c. Durkheim, E.
- d. Gouldner, A.

■ Answer: c

29. The concept/theory of industrial capitalism/dialectical materialism was developed by:

- a. Karl Marx
- b. Mahatma Gandhi
- c. Dunlop J. T.
- d. Thakur C. P.

■ Answer: a

30. Benefits (India) of globalization like sustained economic growth, free markets, economic globalization, privatisation etc. were summarized by:

- a. First National Commission on Labour
- b. Second National Commission on Labour
- c. National Labour Board
- d. International Labour Organisation

■ Answer: b

31. Globalization is ruthless, rootless, jobless, fruitless was stated by:

- a. U. N. O
- b. U. N. D. P
- c. I. L. O
- d. W. H. O

■ Answer: b

32. The Origin, growth and development of employment's organizations in India can be identified as:

- a. Before 1933
- b. After 1933
- c. Before 1947
- d. After 1947

■ Answer: a

33. The International Organization of Employer's (I. O. E) with headquarters in Genevas was formulated in

- a. 1910

b. 1920

c. 1930

d. 1940

■ Answer: b

34. Trade Union movement in India emerged between

a. 1920 – 1930

b. 1850 – 1870

c. 1870 – 1880

d. 1930 – 1947

■ Answer: a

35. The code of discipline in industry was adopted by the Indian labour conference (tripartite) in

a. 1948

b. 1958

c. 1968

d. 1950

■ Answer: b

36. The constitution of India upholds the principle 'Freedom of Association' as a fundamental right enunciated by I. L. O. Convention in

a. Article 20 (C)

b. Article 19 (C)

c. Article 24 (C)

d. Article 18 (C)

■ Answer: b

37. Training refers to

a. An act of increasing the knowledge and skill of an employee for doing a particular job

b. A short term educational process and utilizing systematic and organized procedure by which employees learn technical knowledge and skills for a definite purpose.

c. It bridges the differences between job requirements and employee's present specifications

d. All of the above

■ Answer: d

38. Which of the following is not an objective of sensitivity training?

a. Awareness of behavioural pattern of oneself and others



- b.* Increased openness and greater concern for others
- c.* Increased tolerance and less ethnic prejudice
- d.* Potentialities for the next level job

■ Answer: d

39. Match the following with List-I to List-II

List-I	List-II
<i>a.</i> Job Rotation	<i>a.</i> the trainer appraises the performance of the trainee, provides feedback information and corrects the trainee
<i>b.</i> Job Instruction	<i>b.</i> the movement of the trainee from one job to another
<i>c.</i> Vestible training	<i>c.</i> Simulation of actual work Conditions in a class room
<i>d.</i> Programmed Instruction	<i>d.</i> The subject matter to be learned is presented in a services of carefully planned sequential units.

*Table Supporting: NTA NET NTA UGC NET Previous Years Papers June-2012 Solved Paper III*

**D**

**4321    3421**

**ABC    2134    1234**

■ Answer: b

40. Off the job training does not include:

- a.* Role playing
- b.* Lecture method
- c.* Coaching
- d.* Conference or discussion

■ Answer: c

41. Arrange the following steps of training procedure in proper sequence

- a.* Preparing the trainee
- b.* Preparing the instructor
- c.* Presenting the operation
- d.* Getting ready to teach
- e.* Tryout the trainee's performance
- f.* Follow up

*i.* 1, 2, 3,4, 5,6

*ii.* 2, 1, 4,3, 5,6

iii. 6, 5, 4,3, 1,2

iv. 1, 4, 3,5, 2,6

■ Answer: b

42. Which of the following is not correct about Organisation Development?

- a. It is not a top management led and supported process.
- b. It is a process of planned change.
- c. It is an ongoing collaborative management of organization culture
- d. It is a problem solving process.

■ Answer: a

43. Who has given the concept of OCTAPACE culture?

- a. Dharni P. Sinha
- b. T. V. Rao
- c. D. M. Pestonjee
- d. Udai Pareek

■ Answer: d

44. The components of Marvin Weisbord's six box model are

- a. Purposes, structure, rewards, mechanisms, relationships and leadership
- b. Processes, structure, resources, mechanisms, relationships and leadership
- c. Performance, structure, rewards, machines, relationships and leadership
- d. Purposes, structure, resources, machines, relationships and leadership

■ Answer: a

45. Action research, as a methodology for behavioural science was proposed by

- a. Wendell L. French
- b. P. F. Drucker
- c. Kurt Lewin
- d. Reddin

■ Answer: c

46. The process of comparing work and service methods against the best practices and outcomes in industry is known as

- a. Benchmarking
- b. Kaizens
- c. Quality Circles
- d. None of the above

■ Answer: a

47. In a learning organisation

- a. Vision is provided by top management
- b. Conflicts are resolved through power and hierarchical influence
- c. Formulation and implementation of ideas takes place at all levels of organisation
- d. All the above

■ Answer: c

48. When an organization outsources the responsibilities for the end-to-end delivery of the recruitment/selection process covering all vacancies is

- a. Recruitment process and screening
- b. Business process and screening
- c. Knowledge process and screening
- d. All the above

■ Answer: d

49. Lean production aims at:

- a. Continuous improvement
- b. Aim at zero defects
- c. Just-in-time inventory system
- d. All of the above

■ Answer: d

50. Which one of the following is not a decision role identified by Henry Mintzberg

- a. The spokesperson role
- b. The Entrepreneurial role
- c. The Disturbance handler role
- d. The Resource allocator role

■ Answer: a

51. Which one is not of Michael Porters five force model of industry analysis?

- a. Threat of new entrants
- b. Substitutes
- c. Intensity of rivalry among existing players
- d. Cost leadership

■ Answer: d

52. Which one is not a part of McKinsy 's 7 's ' framework?

- a. Systems
- b. Strategy
- c. Standards

d. Style

■ Answer: c

53. The change in specialization and integration in organization context is called:

a. Co-ordination

b. Co-operation

c. Organizational restructuring

d. Feedback

■ Answer: c

54. Which one is a part of performance measurement?

a. Trait

b. Behaviour

c. Outcome

d. All the above

■ Answer: d

55. Which of the following is a single use plan?

a. Budget

b. Rule

c. Procedure

d. Policy

■ Answer: a

56. The basic role of policy is

a. To provide guidelines for action

b. To set procedures

c. To give direction for motivation

d. To prescribe methods

■ Answer: a

57. Grievance Handling Machinery is given in

a. Industrial Disputes Act

b. Factories Act

c. Both A and (B)

d. None of the above

■ Answer: a

58. Who has given the 'expectancy theory' of Motivation?

a. Abraham Maslow

b. Victor Vroom

c. Frederick Herzberg

d. Clayton Adler

■ Answer: b

59. The categories of human process, techno structural, human resources management and strategic applications are related to:

a. Change management

b. O. D. Application

c. Training

d. Action research

■ Answer: b

60. The constitution of site appraisal committees is under the:

a. Factories Act, 1948

b. Contract labour (Regulation and Abolition) Act, 1970

c. Maternity Benefit Act, 1965

d. Employees State Insurance Act, 1948

■ Answer: a

61. Under the Minimum Wages Act, 1948 the appropriate government shall fix the minimum rates of wages payable to the employees employed in an employment specified in

a. Schedule I part I

b. Schedule I part II

c. Schedule I, Part 1, II and the employments and added under section 27

d. Schedule I and II

■ Answer: c

62. Under the Equal Remuneration Act, 1976 remuneration means

a. Basic wage only

b. Basic wage and dearness allowance

c. Basic wage and emoluments what so ever payable

d. None of the above

■ Answer: c

63. Under the Payment of Wages Act, 1936 the maximum limit on deductions should not ordinarily cross

a. 50 percent generally and 65 percent in case of payments due to the cooperatives

b. 60 percent generally and 75 percent in case of payments due to the cooperatives

- c. 50 percent generally and 75 percent in case of payments due to the cooperatives
- d. 40 percent generally and 75 percent in case of payments due to the cooperatives

■ Answer: c

64. Draft standing orders are to be submitted within

- a. Two years from the date on which the Act is applicable in five copies.
- b. One year from the date on which the Act is applicable in five copies
- c. Six months from the date on which the Act is applicable in five copies
- d. Six months from the date on which the act is applicable in ten copies

■ Answer: c

65. Under the Payment of Gratuity Act, 1972 the maximum gratuity payable is

- a. ₹ 10 lakhs
- b. ₹ 8 lakhs
- c. ₹ 5 lakhs
- d. ₹ 3.5 lakhs

■ Answer: a

66. To avoid overcrowding the space provided for each worker under the Factories Act, 1948 is

- a. 12 cubic metres for factories built before 1948 and 14.2 cubic meters for those built after 1948
- b. 10 cubic metres for factories built before 1948 and 14.2 cubic meters for those built after 1948
- c. 9.9 cubic metres for factories built before 1948 and 14.2 cubic meters for those built after 1948
- d. 9.9 cubic meters for factories built before 1948 and 14.4 cubic meters for those built after 1948.

■ Answer: c

67. Who is an 'exempted employee' under the Employee's state Insurance Act, 1948?

- a. Employee who is minor
- b. Employee who is not liable under the Act to pay the employee's contribution
- c. Minor employee who is not liable under the Act to pay the employee's contribution
- d. None of the above

■ Answer: b

68. 'Unemployment allowance' payable is stated in

- a. Employee State Insurance Act, 1948
- b. Unorganized Sector Workers Social Security Act, 2005
- c. Factories Act, 1948
- d. None of the above

■ Answer: a

69. Trade union means any combination formed primarily for the purpose of regulating the relations between

- a. Workmen and employers permanently
- b. Workmen and workmen permanently
- c. Workmen and employers, workmen and workmen, employers and employers temporary or permanent
- d. Workmen and employers, workmen and workmen, employers and employers permanently

■ Answer: c

70. Under the Factories Act, 1948 the working hours of 8 per day and 48 per week

- a. Include spread over:
- b. Are minimum working hours
- c. Include rest interval period.
- d. Do not include rest interval period.

■ Answer: d

71. In the following question match List-I with List-II

List-I	List-II
<ul style="list-style-type: none"> <li>a. Match the following schedules under the I. D. Act, 1947</li> <li>b. II and III schedules</li> <li>c. IV schedule</li> <li>d. V schedule</li> </ul>	<ul style="list-style-type: none"> <li>a. I schedule 1. Conditions of service for change of which notice is to be given</li> <li>b. Labour courts and Industrial Tribunals</li> <li>c. Industries which may be declared as public utility services</li> <li>d. Unfair labour practices</li> </ul>

*Table Supporting: NTA NET NTA UGC NET Previous Years Papers June-2012 Solved Paper III*

**D**

**4321 3214**

**ABC 2314 4231**

■ Answer: c

72. In USA, the Labour Management Relations Act (Taft Hartley Act) was enacted in:

- a. 1937
- b. 1947
- c. 1957
- d. 1967

■ Answer: b

73. Recognition of the trade union in industry under the code of discipline was developed in the year

- a. 1952
- b. 1957
- c. 1958
- d. 1962

■ Answer: b

74. Who considered collective bargaining as the most important concept for determining the terms and conditions of employment

- a. Sidney and Beatrice Webb
- b. Robert Hoxie
- c. John T. Dunlop
- d. Samuel Gompers

■ Answer: d

75. Where the recruitment happens through the compulsory intervention of trade unions, the system is called

- a. Closed shop
- b. Union shop
- c. Open shop
- d. None of the above

● Answer: a