

**PSC Personnel Manager - Kerala
State Coir Corporation Limited
Examination
Previous Year Question Paper**

***Exam Name: Personnel Manager - Kerala State
Coir Corporation Limited***

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Question Paper Code: 086/2016

Medium of Questions: English



086/2016

Maximum : 100 marks

Time : 1 hour and 15 minutes

1. _____ theory states that physical and mental effort at work is as natural as rest or play.
(A) Expectancy Theory (B) Theory X
(C) Theory Y (D) Theory Z
2. The cumulative performance of an employee and his superior together is called :
(A) Dual Performance (B) Dyadic Performance
(C) Key Performance (D) Synergy Performance
3. The expanded form of BARS is :
(A) Behaviorally Adjusted Rating Scales
(B) Behaviorally Anchored Rating Scales
(C) Behaviorally Accumulated Rating Scales
(D) Behaviorally Appreciated Rating scales
4. _____ method of appraisal study how the employee behaved in crucial situations with respect to performance over a period of time.
(A) Check List Method (B) Forced Distribution Method
(C) Critical Incident Method (D) Grading Method
5. Which of the following is not an element of balanced score card?
(A) Learning and Growth Perspective (B) Business Process Perspective
(C) Financial Perspective (D) Creditor's Perspective
6. _____ is basically ensuring to have the right people in the right place at the right time.
(A) Career Planning (B) Succession Planning
(C) Induction (D) Orientation
7. The process of gathering information about the job and evaluating such information in terms of what is necessary and relevant is :
(A) Job Design (B) Job Analysis
(C) Job Evaluation (D) Job Description

8. The mental condition of the individuals and groups which determine their willingness to co operate is :
(A) Morale (B) Motivation
(C) Personality (D) Emotion
9. _____ is not a method of workers participation in management.
(A) Suggestion Scheme (B) Works Committee
(C) Quality Circles (D) Joint Management Councils
10. _____ is used to determine the capacity of an individual to use his fingers and hands in industrial work.
(A) Interest Test (B) Achievement Test
(C) Dexterity Test (D) Trade Test
11. Which of the following is not an operative function of HRM?
(A) Controlling (B) Procurement
(C) Development (D) Compensation
12. Human Relations Approach was originated by :
(A) Henry Fayol (B) Peter F Drucker
(C) Gantt (D) Elton Mayo
13. Strategic HRM focus on :
(A) Results (B) Action
(C) Planning (D) Goal
14. _____ is the process of identifying the individual strength and weakness in order to better match his/her competency with the job.
(A) Bench Marking (B) SWOT Analysis
(C) Competency Mapping (D) Training Need Analysis
15. _____ is the method of analyzing and understanding interpersonal behaviour.
(A) Personality Test (B) Transactional Analysis
(C) Social Test (D) Sensitivity Analysis
16. _____ is the practice of measuring the quality of something by comparing it with something else of an accepted standard.
(A) Kaizen (B) Total Quality Management
(C) Bench Marking (D) Business Process Reengineering

17. _____ explains the proper relationship between wages paid for different jobs within a company.
- (A) External Equity (B) Internal Equality
(C) External Equality (D) Internal Equity
18. _____ is used to identify gap in employee training and related training needs.
- (A) Human Resource Planning (B) Strategic HRM
(C) Training Need Analysis (D) Assessment Centre
19. Balanced score card was developed by :
- (A) Elton Mayo (B) Blake and Mouton
(C) Dr. Kaplan and Norton (D) Kurt Levin
20. _____ is the overall scope of the activities that an individual has to perform.
- (A) Key Performance Area (B) Key Result Area
(C) Performance Appraisal (D) Performance Management
21. Kaizen means :
- (A) Continuous Application (B) Continuous Improvement
(C) Continuous Evaluation (D) Continuous Solution
22. The concept of Plan - Do - Check - Act was introduced by :
- (A) Dr. W. Edward Deming (B) Victor Vroom
(C) Henry Fayol (D) F. W. Taylor
23. In Merrick's multiple piece rate plans, Employees producing between 83% and 100% of the output will be paid _____ of the basic piece rate.
- (A) 100% (B) 120%
(C) 110% (D) 90%
24. In ancient Greek, Odysseus entrusted his friend with the responsibility of his son Telemachu's education and development in his absence. This story is related to the concept of :
- (A) Training (B) Education
(C) Development (D) Mentoring
25. The Payment of Wages Act was introduced in :
- (A) 1948 (B) 1936
(C) 1976 (D) 1947

26. _____ training involves the duplication of organizational situations in a learning environment.
- (A) Sensitivity Training (B) Vestibule Training
(C) Simulation Training (D) Apprenticeship Training
27. _____ is designed to provide new employees with the information to function comfortably in the organisation.
- (A) Socialisation (B) Refresher Courses
(C) Interview (D) Selection
28. In _____ minimum wage is guaranteed to all employees.
- (A) Bedeaux Plan (B) Merrick's Multiple Piece Rate Plan
(C) Gantt's Task and Bonus Plan (D) Emerson Plan
29. _____ measure the economic value of people to the organisation.
- (A) Human Resource Accounting (B) Human Resource Audit
(C) Human Resource Management (D) Capital Budgeting
30. _____ is an incentive scheme where employees gain a part of company's profit.
- (A) Profit Sharing
(B) Gain Sharing
(C) Employees Stock Option Plan
(D) Workers Participation in Management
31. Which of the following is not an element of job characteristics?
- (A) Skill Variety (B) Task Significance
(C) Autonomy (D) Organisation
32. _____ can be called as the management of persons in an organisation.
- (A) Staffing (B) Human Resource Management
(C) Recruitment (D) Personnel Management
33. Which of the following is not a fringe benefit?
- (A) Medical Aid (B) Stock Options
(C) Holiday Homes (D) Bonus
34. _____ are the written records which clearly specifies the personal attributes required to perform a job.
- (A) Job Evaluation (B) Job Design
(C) Job Description (D) Job Specification

35. _____ is the process allowing the employees to change the nature of the job periodically.
(A) Job Enlargement (B) Job Enrichment
(C) Job Analysis (D) Job Rotation
36. _____ is something more than minimum wage providing bare necessities of life.
(A) Wage expectation (B) Fair Wage
(C) Living Wage (D) Need based wage
37. Which of the following show the correct sequence of human resource planning?
(A) Forecasting, Inventorying, Anticipating, Planning
(B) Anticipating, Planning, Forecasting, Inventorying
(C) Planning, Anticipating, Inventorying, Forecasting
(D) Anticipating, Inventorying, Planning, Forecasting
38. _____ are the characteristics of an employee that lead to the demonstration of skills and abilities which result in effective performance within an occupational area.
(A) Competencies (B) Morale
(C) Attitude (D) Equity
39. Expectancy theory was formulated by :
(A) Adam Smith (B) Victor Vroom
(C) Henry Fayol (D) Herzberg
40. The multi - input approach to performance feedback is called :
(A) Assessment Centre (B) 360 Degree Assessment
(C) Critical Incident Method (D) Forced Distribution Method
41. Concept of laissez faire is :
(A) Welfare state (B) Right of the might
(C) Hire and fire (D) Right of the weak
42. Tripartism means :
(A) Government, Employers and Employees
(B) Union, Employer and Employees
(C) Labour Commissioner, Union and Employer
(D) Registered trade union, trade union in the company and the management
43. UDHR 1948 expresses the right to a standard of living adequate for the health and well being of man and his family, including food, clothing, housing and medical care in :
(A) Article 22 (B) Article 23
(C) Article 24 (D) Article 25

44. When a banking or an insurance company has its branches in more than one state, the appropriate government in case of an industrial dispute relating to such company is :
- (A) Central government
 - (B) State government of the state in which the headquarters of the company is situated
 - (C) State in which dispute arose
 - (D) State in which registered trade union of the company is situated
45. Lay-off is refusal to employ a workman on account of :
- (A) Accumulation of stock
 - (B) Natural calamity
 - (C) Any other connected reason
 - (D) All the above
46. Legal strike is :
- (A) Stay in strike
 - (B) Go slow strike
 - (C) Sympathetic strike
 - (D) General strike
47. Trade dispute does not mean any dispute :
- (A) Between employer and workmen
 - (B) Between workmen and government
 - (C) Between workmen and workman
 - (D) Between employees and employers
48. The trade union is registered by registrar of trade unions under the trade unions Act, section :
- (A) 21
 - (B) 22
 - (C) 8
 - (D) 7
49. A registered union shall at all times continue to have not less than 10% or 100 of the workmen, whichever is less subject to a minimum of :
- (A) 8
 - (B) 7
 - (C) 6
 - (D) 10
50. Section 17 of the trade unions act 1926 confers immunity from liability of a trade union office bearer or member under :
- (A) Section 121-A of IPC
 - (B) Section 120-B of IPC
 - (C) Section 120-A of IPC
 - (D) Section 121-B of IPC
51. Certifying officer under the industrial employment (standing orders) Act 1946 cannot be a :
- (A) Regional labour commissioner
 - (B) Labour commissioner
 - (C) Labour court judge
 - (D) Any other officer appointed by appropriate government

52. The industrial employment (standing orders) Act 1946 applies to every Industrial establishment :
- (A) Employing 200 or more workmen (B) Employing 50 or more workmen
(C) Employing 100 or more workmen (D) Employing 150 or more workmen
53. Subsistence allowance is paid to a suspended workman by the employer for the first 90 days of suspension at the rate of :
- (A) 75% of the wages preceeding the date of such suspension
(B) 25% of the wages preceeding the date of such suspension
(C) 50% of the wages preceeding the date of such suspension
(D) At the discretion of the employer
54. Dependent under workmen compensation Act 1923 excludes :
- (A) Widowed daughter
(B) Child in the mother's womb at the time of the workman's death
(C) Widowed sister
(D) None of the above
55. The following are not wages under the Workmen Compensation Act :
- (A) Travelling allowance
(B) Leave carried forward to next year
(C) Contribution paid by employer to any pension
(D) All the above
56. Section 3 of the minimum wages Act 1948 states :
- (A) Minimum rate of wages
(B) Procedure for fixing minimum wages
(C) Fixation of minimum rates of wages
(D) All the above deal with fixation of minimum rate of wages
57. The employees state insurance Act 1948 enunciates the benefits under the Act in section :
- (A) 45 (B) 46
(C) 48 (D) None of the above
58. Section 61 of the Employees State Insurance Act 1948 bars :
- (A) Benefits to be combined (B) Persons to commute cash benefits
(C) Benefit under other enactments (D) Benefits from being attached

59. Section 8 of the payment of wages Act, 1936 provides :
- (A) Deduction of wages by court
 - (B) Deduction of wages by fine
 - (C) Deduction of wages for absence from duty
 - (D) Deduction of wages for damages or loss
60. Deduction which are permissible under the payment of wages Act 1936 from wages is enumerated in section :
- (A) 7
 - (B) 8
 - (C) 6
 - (D) All the above
61. Which of these is not a manufacturing process under the factories Act 1948?
- (A) Bidi making
 - (B) Transforming and transmission of electrical energy
 - (C) Extracting salt from sea water
 - (D) None of the above
62. Factory does not include :
- (A) 10 or more workers are working and a manufacturing process is carried on with the aid of power
 - (B) 20 or more workers are working and a manufacturing process is carried on without the aid of power
 - (C) Milk factory
 - (D) Mine
63. Safety officers are required to be appointed in every factory having :
- (A) 2000 or more workers
 - (B) 500 or more workers
 - (C) 1000 or more workers
 - (D) 1500 or more workers
64. Creches shall be provided in factories where more than 30 women workers are employed under section :
- (A) 47
 - (B) 49
 - (C) 48
 - (D) 50
65. Section 67 of the factories Act 1948 provides that no child shall be allowed to work if the child has not completed :
- (A) 15 years of age
 - (B) 14 years of age
 - (C) 17 years of age
 - (D) 16 years of age

66. Calculation of annual leave for an adult is based on one day for every :
(A) 24 days of work (B) 20 days of work
(C) 30 days of work (D) 25 days of work
67. Right to payment of Maternity Benefit is provided under the Maternity Benefit Act, 1961 in Section :
(A) 4 (B) 5
(C) 10 (D) 8
68. International Convention on the rights of child 1989 defines 'child' as below the age of :
(A) 15 (B) 16
(C) 18 (D) 14
69. The spread over of hours of work of a child under the child labour (Prohibition and Regulation) Act, 1986 should not exceed :
(A) 5 hours (B) 6 hours
(C) 4 hours (D) 7 hours
70. Weekly holiday should be given to a child under section :
(A) 9 (B) 7
(C) 8 (D) 6
71. The biggest advantage of a company over a partnership is :
(A) Separate personality (B) Capacity to sue and be sued
(C) Transferable shares (D) Limited liability
72. Character of a company was first determined in :
(A) Daimler Co. Ltd. V. Continental tyre and Rubber Co. Ltd.
(B) Saloman V. Saloman
(C) Lee V. Lee's air farming Ltd.
(D) All the above
73. Which section in the Companies Act 1956 gives birth to a company?
(A) 34 (B) 33
(C) 12 (D) None of the above
74. The house of lords applied in Ashbury railways carriage and iron Co. Ltd. V. Riche, the principle of :
(A) Doctrine of ultra vires (B) Lifting of the corporate veil
(C) Compliance with memorandum (D) Alteration of objects

75. Section 36 of the companies Act :
- (A) Binds the contractual force to the memorandum of association
 - (B) Binds the company with memorandum and articles
 - (C) Binds the articles of association on the company and each member
 - (D) None of the above
76. The rule which had its genesis in royal British Bank V. Turquand is :
- (A) Rule of indoor management
 - (B) Rule of convenience
 - (C) Rule of constructive notice
 - (D) Rule of delegation
77. Shelf prospectus means :
- (A) It is confined to a financial institution or bank
 - (B) It shall not have to file a prospectus every time within a prescribed time
 - (C) Every time a prospectus will not be issued
 - (D) None of the above
78. Shareholders can intervene in the general meeting when there is :
- (A) Malafide
 - (B) Board on competent
 - (C) Deadlock
 - (D) All the above
79. United Nations conference on the human environment was held in :
- (A) 1972
 - (B) 1982
 - (C) 1985
 - (D) 1971
80. The national green tribunal was established in :
- (A) 2010
 - (B) 2009
 - (C) 2008
 - (D) 2011
81. Malabar District Congress committee was formed in the year :
- (A) 1910
 - (B) 1908
 - (C) 1906
 - (D) 1912
82. The Newspaper Al-Amin was started under the editorship of :
- (A) Muhammed Abdul Rahiman
 - (B) Syed Muhammed
 - (C) Vakkom Abdul Khader Maulavi
 - (D) Muhammed Firoz
83. The All Kerala Congress provincial conference 1931 was held at :
- (A) Kozhikode
 - (B) Vadakara
 - (C) Thalassery
 - (D) Ottapalam

84. Who was the first president of All Malabar Karshaka Sangham?
(A) K.A. Keraliyan (B) P. Narayanan Nair
(C) K. Damodaran (D) P. Krishna Pillai
85. Who was associated with the formation of the kerala unit of the Kisan Mazdur Praja Party?
(A) Pattom Thanu Pillai (B) C. Govindan Nair
(C) K. Kelappan (D) K. B. Menon
86. Who among the following personalities was born at the earliest?
(A) Ayyankali (B) Vagbhatananda
(C) Chattampi Swamikal (D) Narayana Guru
87. The Malabar district Gazetteer was compiled by :
(A) William Logan (B) William Mac Donald
(C) T. L. Strange (D) Innes and Evans
88. Article 315 of Indian Constitution is associated with :
(A) Constitution of Human Rights Commission
(B) Constitution of Women Commission
(C) Constitution of Controller and Auditor General of India
(D) Constitution of Public Service Commission
89. The French President the chief guest of 2016 Indian Republic Day celebrations was first arrived at :
(A) New Delhi (B) Bombay
(C) Lucknow (D) Chandigarh
90. The British company formed a seperate police force called 'Kolkars' to deal with :
(A) Velu Thampi (B) Paliath Achan
(C) Pazhassi Raja (D) Mappila Uprisings
91. HV Conolly was murdered at :
(A) Thalassery (B) Calicut
(C) Thrissur (D) Ernad
92. Rourkela Steel plant was setup with the assistance of :
(A) Germany (B) Britain
(C) France (D) Spain

93. Guruvayur Satyagraha was started on :
(A) 01. Nov. 1931 (B) 01. Oct. 1931
(C) 01. Sep. 1931 (D) 01. Dec. 1931
94. Who among the following reformers believed in the yoga system of philosophy?
(A) Vagbhatananda (B) Ayyankali
(C) Brahmananda Shivayogi (D) Ananda Thirtha
95. Kerala congress socialist party was formed at :
(A) Kannur (B) Palakkad
(C) Calicut (D) Thalassery
96. Morazha incident is associated with :
(A) P. Krishna Pillai (B) K. B. Menon
(C) E. K. Nayanar (D) K. P. R. Gopalan
97. Judicial review is the power of :
(A) The President of India (B) The High Courts
(C) Central Administrative Tribunal (D) The Supreme Court of India
98. Family courts were set up in the country in the year :
(A) 1981 (B) 1984
(C) 1983 (D) 1982
99. The Idea of concurrent list is taken from the constitution of :
(A) Germany (B) Australia
(C) USA (D) Canada
100. Eighty-Fourth Amendment of Indian Constitution was related with :
(A) Formation of three new states
(B) Scheduled castes and scheduled tribes
(C) Land reforms
(D) Composition of local bodies