

Sr. No	Unit	Question	Option A	Option B	Option C	Option D	Answer
1	1	The unique characteristics of a learning organization is that.	The members learn about each other.	It has the capacity to gather new information and use it improvement	It focused on selecting new employees who love learning	Employees are rewarded for submitting creative suggestions and participating	b. it has the capacity to gather new information
2	1	The best reason for presenting a training program is because.	It contributes to the organization	It has been highly advertised	Competitors are using the training	Concern about federal agency pressure	a. it contributes to the
3	1	The major difference between training and education is that	Education refers more to acquiring specific skills	Education is more closely related to learning a particular	Training provides more general knowledge	Training narrows the range of responses while education	d. training narrows the range of
4	1	The process of selectively reinforcing a response to change the behaviour of a person is associated with	Behavioral modeling	Operant conditioning	Education	Learning	b. operant conditioning
5	1	A legitimate difference between andragogy versus methods for teaching children courses on	The ability to utilize past experience	The desire to participate in the	The desire for relevant learning that is	The need to involve the learner in the learning	a. the ability to utilize
6	1	The best strategy for reducing the problems of transfer of training is..	to have the trainee practice the learning longer in	To have the trainee develop an action for implementing	To provide more immediate feedback during the	To lengthen the training time over additional training	b. to have the trainee develop
7	1	Training objectives should be all of the following except	Specific	Realistic	Easy to interpret	Timely	c. Easy to

8	1	Basics are learned quickly, then learning slows are more complex skills are mastered with a _____ learning	Decreasing returns	Increasing returns	S-shaped	Plateaued	a. Decreasing
9	1	The Hawthorne Studies focused on which the following:	Assessing the impact of physical and environment on performance	Factors of employee's social groups and interpersonal relationship	Examining interpersonal behavior and credibility	Examining the factors that determine the need for achievement	a. Assessing the impact of physical and
10	1	What may be particularly necessary as part of the training process where people are working in another country?	e-learning	Discovery learning	Cross-cultural training	Activist learning	C
11	1	What is the term used to describe the process of helping a new employee to settle quickly into their job so they become efficient and productive workers?	Action learning	Discovery learning	sitting by Nellie	Induction	D
12	1	Which of the following is the best definition of a learning organisation?	An organisation which facilitates the learning of all its	An organisation in which the managers are encouraged	An organisation which facilitates the learning of all its	An organisation which does a lot of training on an ad hoc basis.	B
13	1	The following is (are) the benefit(s) of training	Increased productivity	Reduced accidents	Reduced supervision	All of the above	D
14	1	The following training aims to provide broad training to enable the trainee to take up a wide variety of tasks within his	Demonstration	On-the-job training	Apprenticeship	All of the above	C
15	1	The following is not a part of lower level management	Workers	Foreman	Supervisor	Inspector	A

16	1	Personnel management of an organisation specifically deals with human resources in respect of	Their procurement	Develop their skills, knowledge and attitude	Their motivation towards the attainment	All of the above	D
17	1	_____ refers to the learning opportunities designed to help employees	Training	Development	Education	All of the above	B
18	1	Which of the following is a benefit of employee training?	Improves morale	Helps people identify with organisational goals	Provides a good climate for learning, growth and	All of the above	D
19	1	Choose which of the following is a benefit to the individual while receiving training?	Creates an appropriate climate for growth,	Aids in increasing productivity and/ or	Satisfies personal needs of the trainee	All of the above	D
20	1	Which of the following is a learning principle?	Recognition of	Schedules of learning	Transfer of learning	All of the above	C
21	1	Training is most effective in resolving:	Skill gaps	Attitudinal problems	Poor motivation	Attendance issues	A
22	1	The phrase "transfer of training" refers to	Moving training schedules around to accommodate	Freely sharing written training material	Acquiring and evaluating skills during	Implementing and maintaining new knowledge	D
23	1	A key principle of adult learning suggests that adults	Are keenly open to change	Tend to be problem centered	Do not need theoretical knowledge, just	Prefer a relaxing "lecture style" training delivery	A
24	1	One of the differences between pedagogy and androgogy is that	Adult motivation is primarily intrinsic not extrinsic	Adults are keenly receptive to change	Adults are oriented to learning using a subject	None of the above	A

25	1	When structuring training objectives, the trainer should:	Give trainees a clear understanding of what is expected	Isolate all learning objectives in a single learning domain	Encourage trainees to evaluate whether they can omit	None of the above	A
26	1	Development	is short term in nature	focuses on employee current job	is an informal activity	aims at improving the total personality of	D
27	1	which of the following is not an element of staffing	Recruitment	Advertising	Selection	Training	D
28	1	Teaching of current or employees with skills needed to perform effectively on job	training	negligent training	Both A and B	None of above	A
29	1	Formulating SMART performance training objectives is included in	need analysis	instructional	implement	evaluate	B
30	1	First step in training process is	need analysis	instructional design	implement	evaluate	A
31	1	Providing new employees with basic information regarding background is	employee orientation	employee training	Both A and B	None of above	A
32	1	When an employee harms a third party because of inadequate employee training	training	negligent training	Both A and B	None of above	B
33	1	Unsafe acts can be reduced through all of the following methods except:	Job rotation	Screening	Training	Incentive programs	A
34	1	Which of the following correctly defines training?	Skills that apply to an employees current job	Preparation of the employee for future	A generalized, individual	An attempt to modify behavior	A
35	1	What is the difference between training activities and developmental activities?	Training activities prepare employees for their present jobs;	Training activities focus on the acquisition of new skills;	Training activities are broader in focus; developmental	There is no difference; the two terms are interchangeable	A

36	1	Which of the following is not true about training?	It is a short-duration exercise.	It is technical in nature	It is primarily for	It is concerned with specific	C
37	1	Training concentrates on	coaching the members of an organization	expansion of the knowledge and skills of the	preparing the employees to take on new	none of the above	A
38	1	The process of enhancing the technical skills of workers in a short period is called	training	development	education	none of the above	A
39	1	_____ refers to the learning opportunities designed to help employees	Training	Development	Education	All of the above	B
40	1	How does training and development offer competitive advantage to an organisation?	Removing performance deficiencies	Deficiency is caused by a lack of ability	Individuals have the aptitude and	None of the above	A
41	1	Which of the following is a benefit of employee training?	Improves morale	Helps people identify with organisational goals	Provides a good climate for learning, growth and co-ordination	None of the above	B
42	1	_____ is the process of increasing the knowledge and skills for doing a	Education	Training	Placement	Introduction	B
43	1	Education and training are complementary and both involved	Training	management	Development	Suppression	C
44	1	Training helps to improve	productivity	mobility	viability	vitality	A
45	1	Frequency of _____ can be reduced by training the people	production	Profits	accidents	sickness	C

46	1	which one of the following points is not important for training 1 reduction in supervision 2 reduction in cost 3 increased stability 4 easy coordinaton 5 improvement in industrial relations	1,3,5	1,2,3	all of these	non of these	C
47	1	Training and development is	Training and developme nt serves an important symbolic function.	Training and developme nt is a key element of human resource manageme	There are well-establishe d and proven links between training,	Training allows organizations to adapt to changes in the business environment	A
48	1	Systematic procedure in which people contribute in organizational goals achievement by acquiring capabilities is	training	planning	staffing	hiring	A
49	1	The best reason for presenting a training program is because:	it contributes to the	it has been highly advertised.	competitor s are using the	concern about federal agency	A
50	1	Training objectives should be all of the following except:	Specific	Realistic	Easy to interpret	Timely	C
51	1	Which is not a benefit of training?	To increase	Reduction in errors	Reduction in turnover	Attitude Changes	A
52	1	_____ training arranged to overcome the shortcomings in the behaviour and performance of old	Remedial	Induction	Production	Safety	A
53	1	The systems model of training contains three phases: _____, training and development, and evaluation.	preparation	assessment	introductio n	organizing	B

54	1	The major difference between training and education is that:	education refers more to acquiring specific skills.	education is more closely related to learning a particular	training provides more general knowledge	training narrows the range of responses while education	D
55	1	which one is not consider as benefit of training	Improve morale	decrease productivity	reduced supervisio	reduce damages	D
56	1	_____is a proactive process	Training & Developme	Training	Developm ent	Learning	B
57	1	HR's training and development responsibilities begin with	job-skill training.	employee developme nt	retraining	orientation	D
58	1	Objectives of the training is	increase morale	increase productivity	favourable reaction to change	all of the above	D
59	1	The main objective of the training method is	introduction of new technologie	to earn money	to obtain position and fame	to make accounting	A
60	1	Training and development refers to the total structure of on the job and off the job training system used by the	organizatio n	experts	candidates	consultants	A
61	1	Which of the following statements about a good training objective is true?	It includes the consequences of not meeting	It states what a trainee will be able to do as a	It states the role that managem ent will play	It includes directions for meeting the objective.	B
62	1	The best strategy for reducing the problems of transfer of training is	to have the trainee practice the learning longer in	to have the trainee develop an action plan for	to provide more immediate feedback during the	to lengthen the training time over additional training	B

63	2	In assessing training needs, an examination of production efficiency, labour costs, turnover and accidents would be part of which training needs	Personnel	Task	Operations	Organizational	d. organizational
64	2	The best method for conducting a training needs analysis when data needs to be obtained from a large number of	Interviews	Observations	Questionnaires	Focus groups	c. questionnaires
65	2	Job enrichment involves:	Adding more depth to a job	Broadening the scope of a job	Rotating the order in which the tasks	Giving feedback directly to the employee	a. Adding more depth
66	2	The three phases of training are:	Needs assessment, implementation, evaluation	Job analysis, surveying trainees, evaluation	Commitment from upper management, needs assessment	Approach, emphasis, presentation	a. Needs assessment, implementation
67	2	Which of the following is not a stage in the systematic training cycle?	Evaluation	Assessing training	Planning the training	Job instruction on	D
68	2	Comparison of on-the-job behavior before and after training programs is classified	measuring reaction	measuring learning	measuring behavior	measuring results	C
69	2	Change process in which change is formulated and implemented by	Organizational	Organizational change	Lewin change	Maslow's change	A
70	2	How does training and development offer competitive advantage to an organisation?	Removing performance deficiencies	Deficiency is caused by a lack of ability	Individuals have the aptitude and	None of the above	C
71	2	Which of this is a step in training process?	KSA deficiency	Provide proper	Obstacles in the	Use of evaluation	A
72	2	_____ seeks to examine the goals of the organisation and the trends that are likely to affect these goals.	Organisational Support	Organisational analysis	Person analysis	Key skill abilities analysis	B

73	2	Which of these is the benefit of needs assessment?	Assessment makes training	Higher training costs	Loss of business	Increased overtime working	A
74	2	Training needs analysis can take place at organisational; task, and person levels. At the organisational level, it broadly examines what are the organisation's strategic plans and where is training and development needed to fit into the planning. Organisational training needs generally occur when:	Information technology systems need upgrading	Government provides additional funding	There is some kind of barrier hindering the achievement of organisational aims	Other competing organisations are conducting extensive training programmes	C
75	2	The first phase of a training programme is a training needs analysis. What does this aim to do?	Identify the training objectives	Produce selection criteria	Establish the training resources required	All of the above	D
76	2	The evolution of training activities has moved towards	Specific on the job requirements using	Time and motion studies	Needs driven by productivity and	Identifying opportunities to build intellectual	C
77	2	The diagnostic process of needs assessment often starts with	A job analysis	A gap analysis	A Concern	An organizational	B
78	2	Interpretive analysis:	Focuses on the processes used to	Uses talk (accounts, stories, metaphors)	Is a method of job analysis	None of the above	A
79	2	Training works best under which of the following conditions:	The task is easy and perfection	Correct performance is critical	The task is infrequently	None of the above	B
80	2	Completion time of training, cost of resources and number of trainees are variables that must be considered in	selection of employees	delivery of productivity	delivery of training	delivery of performance	C
81	2	Training Objectives should be expressed in	employee behaviour	need assessment	subjective judgement	none of these	C

82	2	Managing tasks effectively' is included in	personal competenci	interperson al	business managemen	Both A and C	A
83	2	Analysis to Identify specific skills needed for specific job is called	need analysis	competency model	task analysis	Both A and C	C
84	2	Effective negotiation' is included in	personal competenci es	interperson al competenci	business managemen t	Both A and C	B
85	2	Verification of deficiencies in performance to determine training or job rotation is called	need analysis competenc	competency model	task analysis	performance analysis	D
86	2	Training need analysis takes place during which phase of the training process?	deciding what to teach	deciding how to maximize participant learning	choosing appropriate instructional methods	determining whether training programmes are effective	A
87	2	Which one of the following is a source of assessing training needs?	performance evaluation	attitude survey	advisory panel	all of the above	D
88	2	The following is vertical expansion of the job	Job rotation	Job enrichment	Management by objectives	All of the above	B
89	2	In most large facilities, who is responsible for reducing unsafe working conditions and reducing unsafe acts by employees?	Chief executive officer	Chief safety officer	Occupational safety and health	Chief operations officer	B
90	2	Communication between two members of a project team from different function, but the same level of authority is _____	UP ward	Downward	Lateral	Diagonal	C
91	2	Task analysis is also called as _____ analysis.	human resource	role	environment	organisational	B
92	2	In which type of analysis are corporate goals and plans compared with the existing manpower inventory to determine the training needs?	Organization analysis	Operation analysis	Individual analysis	None of the above	A
93	2	Retraining is necessary due to changes in jobs, _____ and environment.	function	technology	infrastrutur e	facilities	B

94	2	Information collected in a process of ----- can be used for improvement of selection , training and promotion , procedure	Job evaluation	Job discription	Job analysis	Both (b) and ©	D
95	2	In assessing training needs, an examination of production efficiency, labor costs, turnover, and accidents would be part of which training needs analysis?	personnel	task	operations	organizational	D
96	2	The best method for conducting a training needs analysis when data needs to be obtained from a large number of	interviews	observations	questionnaires	focus groups	C
97	2	The most common type of employee training is:	Learning by actually doing the job training	Training on off-the-job equipment	Modeling the behavior of others	A combination of classroom instruction	A
98	2	Which of the following is not a type of training needs analyses?	task analyses	organizational	operations analyses	individual analyses	C
99	2	In traditional focus, providing opportunities for learning is part of	training and development	performance appraisal	recruiting and placement	human resource planning	A
100	2	Need for setting program objective is A) Provide direction to the program B) Serve as abasis for evaluation	Option A only	Option B Only	Option A&B both	non of the above	C
101	2	which of the following is the last step in training need assessment process	Performance gap analysis	Identifying priorities and opportunitie	Identifying cause of performance problem	identify possible solution and growth	D
102	2	Which ofthe following statements about an organizational needs assessment is true?	It uses employee interviews to determine	It identifies,how well individuals perform	It indicates gaps between job requireme	It identifies the impact of change on future training.	D

103	2	Only ___ characteristics are included to indicate which attributes make a major difference for a	Critical.	Similar	Different	None of the above	A
104	2	Which of the following is type of skill test	Interest test	Achievement test	Personality test	all of these	D
105	2	KPA stands for ____.	Key performance	Key perfect areas	Key position	None of the above.	A
106	2	Training calendars are designed for	facilitate employee	facilitate organization planning	facilitate HR department	all of the above	D
107	2	Carefully preparing a training manual so that each idea effectively builds on the previous ideas illustrates which training principle?	Stimulus: meaningful organization of	Response: practice and repetition	Feedback: knowledge of results	Transfer of Training: sequencing the learning	A
108	2	Completion time of training, cost of resources and number of trainees are variables that must be considered in	selection of employees	delivery of productivity	delivery of training	delivery of performance	C
109	2	An employee training and development program which is designed to help the employee get the most out of it has the best results in the long term growth of any organization. Human resources is to play a significant role in the development of this training program. Out of the following factors which factor is the MOST IMPORTANT in designing of a training program?	Defining outcomes	Hiring trainees	Recruiting trainees	Evaluating the progress of trainees	A
110	2	What is the MOST important reason for conducting an internal marketing campaign for a new training program?	It protects a company from charges of training goals for	It makes HRD more visible to the	It increases employee motivation	It increases the company's reputation in	C
111	2	Before considering specific training techniques, which aspect should be	training goals for	Who is being	training budget	all of the above	D

112	2	The three elements of good training objectives are: (a) they are stated in behavioral terms, (b) they specify the conditions, constraints, and time limitations, and (c) they specify	the standards of acceptable performance	behaviors that are realistic	socially acceptable activities	what is important to the organization	A
113	2	Transfer of training refers to a trainee's ability to	teach others what they have learned	evaluate the effectiveness of	pass a final exam at the end of the	apply what they have learned on the job	D
114	2	Which of the following training programs would most likely be conducted by external training resources?	Harassment training	Train-the-Trainer	OSHA training	Orientation	B
115	2	Training process involves	identification of training	formulating training programmes	evaluating effectiveness of	all of the above	D
116	2	The provision of training and practice in an increased range of skill is termed as	job enrichment	job enlargement	job enhancement	on the job training	B
117	2	Which of the following is true of training needs assessments?	They are concerned with employee skill gaps,	They can be eliminated if management knows	They serve as baseline for evaluating training	They do not consider the conditions under which training is	C
118	3	_____ refers to the learning opportunities designed to help employees grow	a. Training	b. Development	c. Education	d. All of the above	ANSWER: b. Development
119	3	How does training and development offer competitive advantage to an organisation?	a. Removing performance deficiencies	b. Deficiency is caused by a lack of ability	c. Individuals have the aptitude and	d. None of the above	ANSWER: a. Removing performance

120	3	Which of the following is a benefit of employee training?	a. Improves morale	b. Helps people identify with organisational goals	c. Provides a good climate for learning, growth and	d. None of the above	ANSWER: b. Helps people identify
121	3	Choose which of the following is a benefit to the individual while receiving training?	a. Creates an appropriate climate for	b. Aids in increasing productivity and/ or	c. Satisfies a personal needs of the trainer	d. None of the above	ANSWER: c. Satisfies a
122	3	Which of this is a step in training process?	a. KSA deficiency	b. Provide proper feedback	c. Obstacles in the	d. Use of evaluation models	ANSWER: d. Use of
123	3	Which of the following is a method used in group or organisational training needs assessment?	a. Consideration of	b. Rating scales	c. Interviews	d. Questionnaires	
124	3	_____ seeks to examine the goals of the organisation and the trends that are likely to affect these goals.	a. Organisational Support	b. Organisational analysis	c. Person analysis	d. Key skill abilities analysis	ANSWER: b. Organi
125	3	Which of these is the benefit of needs assessment?	a. Assessment makes training department	b. Higher training costs	c. Loss of business	d. Increased overtime working	ANSWER: a. Assessment makes
126	3	Which of these is an off - the - job training method?	a. Television	b. Job rotation	c. Orientation	d. Coaching	ANSWER: a.
127	3	Which of these is a hindrance to effective training?	a. Career planning workshop	b. Aggregate spending on training is	c. Mentoring	d. Career counselling	ANSWER: b. Aggregate spendi
128	3	_____ is the name given to a philosophy and set of methods and techniques that stressed the scientific study and organisation of work at the	a. Scientific Management	b. Human Relations Model	c. Two factor theory	d. Achievement motivation theory	ANSWER: a. Scientific

129	3	Which of the following is a content theory?	a. Expectancy	b. ERG Theory	c. Equity theory	d. None of the above	ANSWER: b.
130	3	Who propounded the Need's Theory	a. Frederick Herzberg	b. Alderfer	c. Abraham Harold	d. None of the above	ANSWER: c. Abrahama
131	3	The two factor theory is based on which factors?	a. Hygiene and behavioural	b. Safety and self - esteem	c. Self - actualisation and	d. None of the above	ANSWER: a. Hygien
132	3	What does "E", "R" and "G" stand for in the ERG theory?	a. Export, Risk and Guarantee	b. Exponential, Reliability and Growth	c. Existence, Relatedness and	d. None of the above	ANSWER: c. Existence,
133	3	Which of the following is a need that motivates human behaviour as per the achievement motivation theory?	a. Power	b. Affiliation	c. Achievement	d. All of the above	ANSWER: d. All of
134	3	Which of the following is a process theory?	a. Achievement	b. Performance -	c. ERG theory	d. Two factor theory	ANSWER: b. Perform
135	3	What are the alternate names used for the expectancy model?	a. Instrumentality theory	b. Path - goal theory	c. Valence - instrumentality - expectanc	d. All of the above	ANSWER: d. All of the
136	3	Which of the following option, is an important term used in the theory?	a. Inputs	b. Promotion	c. Working condition	d. Responsibility	ANSWER: a.
137	3	_____ and _____ came out with a comprehensive theory of motivation called the performance - satisfaction	a. Festinger and Heider	b. Jacques and Patchen	c. Porter and Lawler	d. Weick and Adams	ANSWER: c. Porter
138	4	Which of the following options is a factor which the equity theory is not clear about?	a. How does a person choose the comparison	b. Carefully explaining to the employees what their	c. Making sure the rewards dispersed are valued	d. None of the above	ANSWER: a. How does a person

139	4	The _____ refers incentives to variable pay.	a. National Tribunal	b. International Labour	c. Labour Court	d. None of the above	ANSWER: b. International Labour
140	4	_____ are variable rewards granted to employees according to variations in their performance.	a. Remuneration	b. Perks	c. Fringe Benefits	d. Incentives	ANSWER: d. Incentives
141	4	Which of the below given options is a prerequisite for an effective incentive system?	a. Increased need for planning	b. Co-operation of workers	c. Management's commitment to the cost and time necessary	d. All of the above	ANSWER: d. All of the above
142	4	The four categories of incentives are listed by _____.	a. The International Labour	b. The International Labour	c. World Health Organisation	d. None of the above	ANSWER: a. The International Labour
143	4	In _____, bonus paid to a worker is equal to 50% of time saved multiplied by rate per hour.	a. Rowan Plan	b. Barth Scheme	c. Bedaux Plan	d. Hasley Plan	ANSWER: d. Hasley Plan
144	4	What is the percentage of bonus received by a worker against the number of points earned?	a. 50%	b. 75%	c. 25%	d. None of the above	ANSWER: b. 75%
145	4	In Taylor's differential piece rate system an inefficient worker is paid only ___ of	a. 120%	b. 75%	c. 80%	d. None of the above	ANSWER: c. 80%
146	4	The following is (are) the benefit(s) of training.	(A) Increased	(B) Reduced	(C) reduced	(D) All of the above	(Ans: D)
147	4	The following training aims to provide broad training to enable the trainee to take up a wide variety of tasks within his	(A) Demonstration	(B) On-the-job training	(C) Apprenticeship	(D) All of the above	(Ans: C)
148	4	Demonstration type of training method is used to train	(A) Workers	(B) Supervision	(C) Managers	(D) All of the above	(Ans: A)
149	4	The following is not a part of lower level management	(A) Worker	(B) Foreman	(C) Supervisor	(D) Inspector	(Ans: A)

150	4	A homogenous group of ____ men from the plant constitutes an ideal conference	(A) 8-10	(B) 12-15	(C) 18-20	(D) 22-25	(Ans: B)
151	4	The following method is used to give to trainees the important information in permanent form for immediate or future	(A) Lecture methods	(B) Conference	(C) Written instructional method	(D) Training within the industry	(Ans: C)
152	4	Training within the industry (TWI) scheme imparts training in	(A) Job instructions	(B) Job rotation	(C) Job method	(D) All of the above	(Ans: D)
153	4	The following is not a on the job training method	(A) Under studies	(B) Job rotation	(C) Management by	(D) Case study method	(Ans: D)
154	4	The following is vertical expansion of the job	(A) Job rotation	(B) Job enrichment	(C) Management by	(D) All of the above	(Ans: B)
155	4	_____ is widely used for human relations and leadership training	(A) Business games	(B) Role playing	(C) Case study method	(D) Job rotation	(Ans: B)
156	4	Personnel management of an organisation specifically deals with human resources in respect of	(A) Their procurement	(B) Develop their skills, knowledge and attitude	(C) Their motivation towards the attainment of	(D) All of the above	(Ans: D)
157	4	Personnel management is a	(A) Point of view	(B) Technique	(C) Philosophy	(D) All of the above	(Ans: D)
158	4	The following is (are) the key components of a business process Re-engineering programme?	Product development	Service delivery	Customer satisfaction	All of the above	(Ans:d)
159	4	The actual achievements compared with the objectives of the job is	Job performance	Job evaluation	Job description	None of the above	(Ans:a)
160	4	The following is (are) concerned with developing a pool of candidates in line with the human resources plan	Development	Training	Recruitment	All of the above	(Ans:c)
161	4	Majority of the disputes in industries is (are) related to the problem of	Wages	Salaries	Benefits	All of the above	(Ans:d)

162	4	In an organisation initiating career planning, the career path model would essentially form the basis for	Placement	Transfer	Rotation	All of the above	(Ans:d)
163	4	Section _____ of the Industrial Disputes Act 1947, states that an	24-F	24-G	25-F	25-G	(Ans:d)
164	4	Performance development plan is set for the employee by his immediate boss.	Employer	Department Head	Immediate boss	Any of the above	(Ans:c)
165	4	The following type of recruitment process is said to be a costly affair.	Internal recruitment	External recruitment	Cost remains same for	All of the above	(Ans:b)
166	4	The following is (are) the objective(s) of inspection.	Quality product	Defect free products	Customer satisfaction	All of the above	(Ans:d)
167	4	Large recruitment _____ problematic and vice-versa	Less	More	Any of the above	(Ans:a)	
168	4	The _____ programme once installed must be continued on a permanent basis.	Job evaluation	Training & Development	Recruitment	All of the above	(Ans:a)
169	4	The following person has suggested the new concept which takes into account various key factors that will tell the overall	Elliot Jecques	Fred Luthas	Juran	None of the above	(Ans:a)
170	4	For closure, every worker is to be compensated with _____ average pay for every year of service completed	15 days	20 days	25 days	30 days	(Ans:a)