

INDIAN MARITIME UNIVERSITY
(A Central University, Government of India)
Entrance Examination for Admission to Ph.D/ MS (By Research)

Subject Name: MARITIME MANAGEMENT

Maximum Marks: 120
Time: 2 Hours

INSTRUCTIONS

1. Prior to the commencement of the examination, Candidate should check that this question paper does not have any unprinted or torn or missing pages or items, etc. If so, he has to get it replaced with a complete test booklet.
2. This Question Paper contains 120 questions. Each correct answer gets 1 mark. There correct answer gets 1 mark. There are no negative marks for wrong answers.
3. Candidate has to mark answers only in the OMR sheet provided. Follow the instructions given on the OMR sheet.
4. You have to bubble all your answer in Blue or Black Pen on the separate OMR Answer Sheet provided. See directions in the Answer Sheet.
5. More than one bubbled answer per question will make the question invalid for evaluation.
6. Please note that it is the candidate's responsibility to fill in the Roll Number carefully on the OMR sheet.
7. You have to enter your Roll Number in the Question Paper in the Box provided alongside.
DO NOT write anything else on the Test Booklet.
8. At the end of the examinations both OMR sheet and the Question booklet have to be handed over to the Invigilator.
9. Sheets for rough work are appended in the Question Paper at the end.

Multiple Choice questions in General Aptitude for Ph.D / M.S. (By Research)

1. The monthly incomes of X and Y are in the ratio of 4:3 and their monthly expenses are in the ratio of 3:2. However, each saves Rs. 6000/-per month. What is their total monthly income?
 - (a) Rs. 28,000/-
 - (b) Rs. 42,000/-
 - (c) Rs. 56,000/-
 - (d) Rs. 84,000/-

2. Suppose the average weight of 9 persons is 50 kg. The average weight of the first 5 persons is 45 kg, whereas the average weight of the last 5 persons is 55 kg. Then, the weight of the 5th person will be
 - (a) 45 kg
 - (b) 47.5 kg
 - (c) 50 kg
 - (d) 52.5 kg

3. What is the value of x in the following logarithm equation?
$$\log(x+2) - \log(x-1) = \log 2$$
 - (a) 5
 - (b) 4
 - (c) 3
 - (d) 2

4. "Price is not the same thing as value. Suppose that on a day the price of everything viz., coal, bread, postage stamps, the taxi fare, the rent of houses etc. were to double. Prices then would certainly rise, but values of all things except one would not."

The writer wants to say that if prices of all things were doubled,

- (a) the values of all things would remain constant.

- (b) the values of the things sold would be doubled.
- (c) the values of all things bought would be halved.
- (d) the values of money only would be halved.

5. During the last summer vacation, John went to a summer camp where he took part in hiking, swimming and boating.

This summer, he is looking forward to a music camp where he hopes to sing, dance and learn to play the guitar. Based on the above information, four conclusions as given below, have been made.

Which one of these logically follows from the information given above?

- (a) John's parents want him to play the guitar.
- (b) John prefers music to outdoor activities.
- (c) John goes to some type of camp every summer.
- (d) John likes to sing and dance.

6. The number of deaths among the army personnel is 8 in 1000, but among the civilian population, it is 20 per 100. Which of the following inferences can be drawn from this statement?

- (a) It is better to join the army.
- (b) The relationship is fortuitous.
- (c) Quality of Life Index is very high within the armed forces.
- (d) The groups can't be compared due to their heterogeneity.

7. A person walks 12 km due north, then 15 km due east, after that 19 km due west and then 15 km due south. How far is he from the starting point?

- (a) 5 km
- (b) 9 km
- (c) 12 km
- (d) 15 km

8. The sum of income of A and B is more than that of C and D taken together. The sum of income of A and C is the same as that of B and D taken together. Moreover, A earns half as much as the sum of the income of B and D, Whose income is the highest?

- (a) A
- (b) B
- (c) C
- (d) D

9. As per agreement with a bank, a businessman had to refund a loan in some equal installments without interest. After paying 18 installments he found that 60% of his loan was refunded. How many installments were there in the agreement?

- (a) 22
- (b) 24
- (c) 30
- (d) 32

10. A gardener increased the area of his rectangular garden by increasing its length by 40% and decreasing its width by 20%. The area of the new garden is

- (a) has increased by 20%.
- (b) has increased by 12%.
- (c) has increased by 10%.
- (d) remains exactly the same as the old area.

11. In a meeting, the map of a village was placed in such a manner that south-east becomes north, north-east becomes west and so on. What will south become?

- (a) North.
- (b) North-east.
- (c) North-west.
- (d) West.

12. Running at a speed of 60 km per hour, a train passed through a 1.5 km long tunnel in two minutes. What is the length of the train?

- (a) 200 m.
- (b) 300 m.
- (c) 500 m.
- (d) 800 m.

13. Aditya attempted 12 questions in the examination for Science paper and secured full marks in all of them. If he obtained 60% in the test and all the questions carried equal marks, then what is the number of questions in the test?

- (a) 20.
- (b) 22.
- (c) 24.
- (d) 30.

14. Lead, ingested or inhaled, is a health hazard. After the addition of lead to petrol has been banned, what still are the sources of lead poisoning?

1. Smelting unit.
2. Pens and pencils.
3. Paints.
4. Hair oils and cosmetics.

Select the correct answer from the choices given below?

- (a) 1 and 3 only.
- (b) 1, 2 and 3 only.
- (c) 2 and 4 only.
- (d) All of above (1, 2, 3 and 4).

15. Rainbow is produced when sunlight falls on drops of rain. Which of the following physical phenomenon are responsible for this?

1. Dispersion.
2. Refraction.
3. Internal reflection.

Select the correct answer from the choices given below?

- (a) 1 and 2 only.
- (b) 2 and 3 only.

- (c) 1 and 3 only.
(d) All of above (1, 2 and 3).
16. The known forces of nature can be divided into four classes, viz. gravity, electromagnetism, weak nuclear forces and strong nuclear forces. With reference to them, which one of the following statements is not correct?
- (a) Gravity is the strongest of the four.
 - (b) Electromagnetism acts only on particles with an electric charge.
 - (c) Weak nuclear force causes radioactivity.
 - (d) Strong nuclear force holds protons and neutrons inside the nucleus of an atom.
17. Acid rain is caused by the pollution of environment by:
- (a) Carbon dioxide and Nitrogen.
 - (b) Carbon monoxide and Carbon dioxide.
 - (c) Ozone and Carbon dioxide.
 - (d) Nitrous oxide and Sulphur dioxide.
18. Salts of which of the following elements provide colour to the fireworks:
- (a). Zinc and Sulphur.
 - (b). Potassium and Mercury.
 - (c). Strontium and Barium.
 - (d). Chromium and Nickel.
19. Which one of the following is the correct sequence of the given substances in the order of their densities?
- (a). Steel>Mercury>Gold
 - (b). Gold >Mercury> Steel
 - (c). Steel> Gold > Mercury
 - (d). Gold > Steel > Mercury

20. In addition to fingerprint scanning, which of the following can be used in the biometric identification of a person?

1. Iris scanning.
2. Retinal scanning.
3. Voice recognition.

Select the correct answer from the choices given below?

- (a) 1 only.
- (b) 2 and 3 only.
- (c) 1 and 3 only.
- (d) All of above (1, 2 and 3).

21. The principle on which Optical fibre works is:

- (a) Total internal reflection.
- (b) Scattering.
- (c) Refraction.
- (d) Interference.

22. Diffusion of light in the atmosphere takes place due to which of the following:

- (a) Carbon dioxide.
- (b) Dust particles.
- (c) Helium.
- (d) Water vapour.

23. Which of the following is/are the example(s) of chemical change?

1. Crystallization of sodium chloride.
2. Melting of ice.
3. Souring of milk.

Select the correct answer from the choices given below?

- (a) 1 and 2 only.

- (b) 3 only.
- (c) None of above (1, 2 and 3).
- (d) All of above (1, 2 and 3).

24. "If political leadership fails to emerge, there is likelihood of military taking over power in developing countries. Radical student groups or labour may try to raise revolution but they are not likely to compete with the military. Military intervention, rule, and withdrawal from politics is closely related to a society's level of political development"

In the context of political development, the assumption in the above passage is that

- (a) Political leadership is not an effective instrument.
- (b) Military fills in political vacuum.
- (c) Military intervention is inevitable for political development.
- (d) None of the above.

25. A military code writes SYSTEM as SYSMET and NEARER as AENRER. Using the same code, FRACTION can be written as:

- (a) CARFTION
- (b) FRACNOIT
- (c) NOITCARF
- (d) CARFNOIT

Maritime Sector

26. The head quarter of the international Maritime Organization is located

- (a) Geneva
- (b) New York
- (c) London
- (d) Washington

27. The International Maritime Organization is an UN body for regulating

- (a) Cargo & defence ships
- (b) Cargo & passenger ships
- (c) Canals & ports
- (d) Ships & ports

28. The largest Indian shipping company in the private sector is

- (a) Great Eastern
- (b) Shipping Corporation of India
- (c) Essar
- (d) Mercator

29. Merchant navy primarily covers

- (a) Defence of the country
- (b) Underwater exploration
- (c) Carriage of goods & passengers
- (d) Managing ports

30. Largest export from India in terms of volume is

- (a) Tea
- (b) Spices

- (c) Iron Ore
- (d) garments

31. Largest import to India in terms of volume is

- (a) Crude Oil
- (b) Grains
- (c) Cement
- (d) Fertilizer

32. Sagarmala is a significant project for

- (a) Connecting Ports
- (b) Improving infrastructure
- (c) Improving logistics
- (d) All of these

33. What is special about an Indian Team which recently circumnavigated the world in a sailing boat?

- (a) All Girl team of 6 Indian Naval officers
- (b) 03 male and 03 female Indian Naval officers
- (c) All men team of 6 Indian Naval officers
- (d) All Girl team of 6 Indian officers, 02 from Navy, 02 from Army and 02 from Air Force.

34. Who became the first Indian woman to receive IMO's Exceptional Bravery Award at Sea?

- (a) Captain S. Nilkeni
- (b) Captain Ruchika Malhotra
- (c) Captain Monika Mehrotra
- (d) Captain Radhika Menon

35. Panama Canal connects

- (a) Atlantic Ocean & Mediterranean Sea
- (b) Atlantic Ocean & Gulf of Mexico
- (c) Pacific Ocean & Atlantic Ocean
- (d) Mediterranean Sea & Red Sea

36. The continent through which all three imaginary lines, e.g. Equator, Tropic of Cancer and Tropic of Capricorn pass through is

- (a) Africa
- (b) Asia
- (c) Europe
- (d) Australia

37. First ship built in an Indian shipyard is

- (a) Loyalty
- (b) Rajendra
- (c) Jal Usha
- (d) Vikrant

38. The accident of Titanic led to the development of which international convention

- (a) SOLAS
- (b) loadline
- (c) MARPOL
- (d) STCW

39. Indian Maritime University has campuses in

- (a) Chennai & Mumbai
- (b) Chennai & Kolkata

- (c) Chennai & Kochi
- (d) All of these

40. For carrying cargo the ship owner earns

- (a) Freight
- (b) Demurrage
- (c) Hire
- (d) Dispatch

41. Bunkering is the process of

- (a) Refueling the ship
- (b) Loading the ship
- (c) Unloading the ship
- (d) Inspecting the ship

42. Rudder is used in ship for

- (a) Moving the ship
- (b) Turning the ship
- (c) Increasing the ship's speed
- (d) Stopping the ship

43. Sea water as ballast is used in ships for

- (a) Maintaining stability of a ship
- (b) when transmitting a distress message
- (c) Cooling of the engines of a ship
- (d) For converting to potable water

44. Main thrust for development and adoption of ISM Code came from the findings of accident involving

- (a) The Herald of Free Enterprise
- (b) Scandinavian Star
- (c) Exxon Valdez
- (d) Amoco Cadiz

45. The ISM Code is mandatory on ships and refers to the

- (a) International Shipping Market
- (b) International Seafarer's Management
- (c) Inter Shipping Management
- (d) International Safety Management

46. Master has the overriding authority and the responsibility to make decisions with respect to

- (a) Pollution prevention
- (b) Safety of the Ship
- (c) Safety and Pollution prevention
- (d) None of these

47. In a radio transmission from a ship 'Roger' means

- (a) I understand you
- (b) I agree with you
- (c) I hear you
- (d) I see you

48. 'Mayday' signal is used in shipping

- (a) when there is more than one emergency

- (b) when transmitting a distress message
- (c) Greeting another passing ship
- (d) Informing the authorities that all is well on board

49. The share of the Indian seafarers in the world is

- (a) 15%
- (b) 12%
- (c) 5%
- (d) 8%

50. Largest shipping company in the world is

- (A) Maersk
- (b) MSC
- (c) Evergreen
- (d) Mitsui OSK

51. The HQ of Directorate General of Shipping is located at

- (a) Chennai
- (b) New Delhi
- (c) Kolkata
- (d) Mumbai

52. Alang is famous for

- (a) Largest Indian Port
- (b) Ship Breaking
- (c) Ship building
- (d) Ship repairing

53. Anchor is used in ship for

- (a) Keeping the ship in one place
- (b) Securing the ship
- (c) Tying the ship with shore
- (d) Decorating the ship

54. Which of the following may be used as fuel in the engines of a ship

- (a) High Speed Oil
- (b) Furnace Oil
- (c) Diesel Oil
- (d) All of these

55. Iron ore is carried in

- (a) Bulk carriers
- (b) Oil Tankers
- (c) Container ships
- (d) General cargo ships

56. Computers are used onboard for

- (a) Marine communication
- (b) ship to shore communication
- (c) shore to ship communication
- (d) All of these

57. Which of the following are the types of ships

- (a) RORO
- (b) Reefer

- (c) Heavy Lift
- (d) All of these

58. Overall command of the ship is with Master who is the

- (a) Ship Manager
- (b) Chief Engineer
- (c) Captain
- (d) Harbour Master

59. The Indian Maritime University was established in

- (a) 2009
- (b) 2008
- (c) 2010
- (d) 2011

60. MS Act stands for

- (a) Merchant Shipping Act
- (b) Merchant Seamen Act
- (c) Marine Surveyors' Act
- (d) Maritime Shipping Act

Multiple Choice Questions in Maritime Management

61. A company following a strategy of advertising the product for a period followed by a period with no advertising is called

- a) Concentration
- b) Flighting
- c) Pulsing
- d) Continuity
- e) None of the above

62. Which of the following is a wrong reason for introducing multiple brands in a category?

- a) Increase shelf presence
- b) Increase internal competition
- c) Attracting variety seeking consumers
- d) To yield economies of scale
- e) None of the above

63. Relationship marketing aims at building mutually satisfying long term relations with

- a) Customers
- b) Managers
- c) Employees
- d) Marketing partners
- e) All of the above

64. A deliberate and careful choice of organization, product, price promotion, place strategies and policies best define the concept of:

- a) Marketing Mix
- b) Product Mix

- c) Market Penetration
- d) Market Segmentation
- e) None of the above

65. Rational motive in buying process are explained as:

- a) Motives based on careful, logical reasoning and self acceptance.
- b) Motives based on sensual satisfaction, fear and entertainment.
- c) Activity buyer adopts to satisfy buying needs
- d) All of the above
- e) None of the above

66. Pepsi Co. launched a hostile take-over of Pepsi Bottling Group after its \$4.2 billion offer was rejected.” Which strategy was used in this case?

- a) Market Penetration
- b) Backward Integration
- c) Horizontal Integration
- d) Forward Integration
- e) None of these

67. Other things being equal, an increase in income leads to a decrease in demand for

- a) Superior Goods
- b) Luxury Goods
- c) Esteem Goods
- d) (A) and (B) only
- e) None of the above

68. In the buying decision process, what is the term used for a person who first suggests buying the product or service?

- a) Influencer
- b) Initiator
- c) Decider
- d) Buyer
- e) None of these

69. A marketing plan is composed of three basic components, namely

- | | | |
|---------------|----------------|--------------|
| 1. Objectives | 2. Policies | 3. Programme |
| 4. Procedure | 5. Design | 6. Decision |
| 7. Product | 8. Periodicity | 9. Diversity |

- a) 1, 2 and 3 only
- b) 1, 7 and 8 only
- c) 5, 7 and 9 only
- d) 1, 5 and 7 only
- e) None of the above

70. In which stage of product life cycle, the company takes decision whether to maintain, harvest or drop the product?

- a) Introduction
- b) Growth
- c) Maturity
- d) Decline
- e) None of these

71. Temporarily reducing prices to increase short-run sales is an example of which one of the following?

- a) Segmented pricing
- b) Promotional pricing

- c) Dynamic pricing
- d) Geographical pricing
- e) None of these

72. Which of the following statement is true?

- a) A brand name is a part of brand which can be vocalized.
- b) A brand is usually composed of a name and mark of a product.
- c) Brand means a name, term and symbol or a mix thereof used to identify the product of a firm and to distinguish.
- d) All of the above
- e) None of the above

73. Toyota's Lexus, Nissan's Infiniti, Maruti Suzuki's Nexa are examples of

- a) Two Way Stretch
- b) Up Market Stretch
- c) Diversification
- d) Down Market Stretch
- e) None of the Above

74. Making profit by taking advantage of different prices prevailing in different markets is referred as

- a) Hedging
- b) Arbitrage
- c) Speculation
- d) Gambling
- e) None of these

75. According to Michael Porter's Generic strategies, the three different basics of gaining competitive advantage by an organization are which of the following?

- a) Integration, diversification and acquisitions.
- b) Growing, building and sustaining.
- c) Cost leadership, differentiation and focus.
- d) Positioning, capturing and changing.
- e) None of these

76. The following is not a major contributor in the development of Control Charts and Sampling plan

- a) F H Dodge
- b) H G Roming
- c) Walter Schewhart
- d) J M Juran
- e) None of these

77. What is the basis of ABC analysis?

- a) Critical Item basis
- b) Scarce Item basis
- c) Annual Consumption basis
- d) Annual Consumption Cost basis
- e) None of the above

78. The number of allocated cells in the optimal solution of a transportation problem having m rows and n columns is

- a) $m + n - 1$
- b) $m + n - 1$ or less
- c) $m + n + 1$
- d) $m + n$
- e) None of the above

79. Which Supply Chain strategy involves the pull approach to production?

- a) Lean Production
- b) Le-Agile
- c) Just in Time
- d) All the above
- e) None of the above

80. Inadequate production capacity ultimately leads to

- a) Poor quality
- b) Poor Customer Service
- c) Poor inventory control
- d) All of the above
- e) None of these

81. Which kind of labour force is required in case of Jobbing Production?

- a) Highly Skilled
- b) Semi skilled
- c) Unskilled
- d) Any of the above
- e) None of these

82. What is the location of lower control limit in the X bar-R control chart?

- a) 3 standard deviations below central line
- b) 2 standard deviations below central line
- c) 1 standard deviations below central line
- d) Any of the above
- e) None of these

83. Which of the following is (are) important consideration(s) concerning activity times?

- a) Activity time should be obtained from the person responsible for the completion of an activity
- b) Activity time must be independent of any influence which the preceding or succeeding activity may have on it.
- c) Activity time may assume that just the normal quantity of resources required to carry out the activity are available.
- d) All of the above
- e) None of these

84. Which of the following is not the characteristic of Project Production?

- a) Continuous flow of material
- b) Highly mechanized material handling
- c) Virtually zero manufacturing cycle time
- d) All of the above
- e) None of these

85. Statistical Quality Control requires determination of

- a) Quality tolerance limit
- b) Quantity measurement
- c) Production leads time
- d) Inventory carrying cost
- e) None of the above

86. Fixed position layout is adopted when

- a) Products are of different variety
- b) Product is very heavy involving assembly of large number of parts
- c) Products are in large numbers
- d) All of the above
- e) None of these

87. The _____ is the defect level for which lots are regarded as bad lots.

- a) Acceptable quality level
- b) Consumer's risk
- c) Producer's risk
- d) Lot Tolerance Percentage Defective
- e) None of these

88. General Electric Matrix is divided into how many cells

- a) 4
- b) 9
- c) 16
- d) 25
- e) None of these

89. Bath tub curve is encountered in

- a) Process control
- b) Acceptance sampling
- c) Both (a) and (b)
- d) Maintenance management
- e) None of these

90. Six sigma quality indicates:

- a) 2.4 defects per thousand
- b) 2.7 defects per thousand
- c) 3.4 defects per thousand
- d) 3.7 defects per thousand
- e) None of these

91. In which of the approach/es, the market value of the firm depends upon the EBIT and the overall cost of capital

- a) Net Income Approach
- b) Net Operating Income Approach
- c) Modigliani-Miller Approach
- d) All of the above
- e) None of the above

92. Working capital refers to the capital mobilised for meeting

- a) Long-term financial needs of the company
- b) To meet day-to-day financial obligations of the company
- c) To meet the future financial requirements of the company
- d) None of the above
- e) All of the above

93. Balance of Payment is

- a) Balance of trade + Net earnings on invisibles
- b) Foreign exchange inflow – Foreign exchange outflow
- c) Balance of current account + Balance of capital account + Statistical discrepancy
- d) Export of goods – Import of goods
- e) None of these

94. Match the correct option for each of the following approaches of Capital structure theories:

- | | |
|--|---|
| a. The Net Income Approach | i. The market value of the firm is not affected by changes in the capital structure |
| b. The Net Operating Income Approach | ii. Declining weighted-average cost of capital |
| c. The Modigliani & Miller Proposition – I | iii. The firms prefer to rely on internal accruals followed by debt finance and |

external finance

d. The Pecking Order Theory

iv. The value of the firm depends on the earnings and risk of its assets rather than the way the assets have been financed

Codes

a b c d

a) i iii ii iv

b) iv ii iii i

c) ii i iv iii

d) iii iv i ii

e) None of the above

95. State the price of the share for the year t , if the rate of growth of the firm is 10%, EPS and DPS for the year $t+1$ are Rs. 3 and Rs. 2 respectively and the investors required rate of return is 20%

a) Rs. 30

b) Rs. 20

c) Rs. 25

d) Rs. 10

e) None of these

96. If the existing shareholder does not exercise his/her right or does not sell the right entitlement:

a) His/her wealth will remain unaffected

b) His/her wealth will increase

c) His/her wealth will decrease

d) His/her wealth will increase or decrease

e) His/her wealth will increase by 50%

97. Anticipated annual dividend divided by the market price of the stock is referred as

- a) Divided Pay Out
- b) Dividend Yield
- c) Return on Equity
- d) Regular Dividend
- e) None of these

98. 'The optimal pay-out ratio for growth firm is nil and declining firm is 100%' is established by

- a) Gordon Model
- b) Walter Model
- c) M and M Model
- d) Both A and B
- e) None of these

99. Which one of the following is not a feature of 'Preference Shares'?

- a) Prior claim on income / assets of the company over equity shareholders.
- b) Redeemability after certain period.
- c) Possessing voting rights on important issues of the company.
- d) May possess the right to participate in surplus profits of the company.
- e) None of these

100. Which of the following method of incorporation of risk in the capital budgeting decision framework is useful for situations in which decisions at one point of time also affect the decisions of the firm at some later date?

- (a) Certainty Equivalent Approach
- (b) Probability Distribution Approach

- (c) Risk-adjusted Discount Rate Approach
- (d) Decision-tree Approach
- e) None of these

101. In case Mutual Funds invest in the securities whose price variations suggest the general price movement, it is called

- a) Hedge Fund
- b) Index Fund
- c) Growth Fund
- d) Balanced Fund
- e) None of these

102. Net Present Value Method and Internal Rate of Return Method of capital budgeting techniques may give conflicting accept-reject decision due to

1. Disparity in initial investment
2. Disparity in timing of cash flow
3. Disparity in the life of the project

- a) 1 only
- b) 2 only
- c) 1 and 2 only
- d) 1, 2 and 3
- e) None of these

103. Under the Walter Model, if the rate of return is greater than the cost of capital:

- a) Price per share does not vary with the increase or decrease in dividend pay-out ratio.
- b) Price per share increases as the dividend pay-out ratio increases.
- c) Price per share increases as the dividend pay-out ratio decreases.

- d) Price per share decreases as the dividend pay-out ratio decreases.
- e) None of the above.

104. Given the sales volume, which of the following would lead to an increase in contribution margin?

- a) Variable cost remains same.
- b) Variable cost per unit decreases.
- c) Variable cost per unit increases.
- d) Fixed cost increase.
- e) None of these

105. Financial Break-even Level of EBIT is one at which

- a) EPS is one
- b) EPS is infinite
- c) EPS is zero
- d) EPS is negative
- e) None of these

106. The process through which individuals attempt to determine the causes behind others behavior is known as

- a) Perception
- b) Attitude
- c) Attribution
- d) Social Identity theory
- e) None of these

107. Whistle-Blowers are

- a) To be removed from the jobs
- b) To be promoted

- c) To be rewarded for the organisational enrichment
- d) To be protected since they intend to bring out truth
- e) All of the above

108. Which theory of human motivation focuses on personal perceptions of the performance process?

- a) Adam's theory of Inequality
- b) McClelland's Need theory
- c) Vroom's Expectancy Theory
- d) Alderfer's ERG Theory
- e) None of these

109. On-the-job training methods are not based on

- a) Demonstration Methods
- b) Interactive Methods
- c) Vestibule Training methods
- d) Apprentice Training methods
- e) None of these

110. The principles to be followed for Corporate Social Responsibility are:

- a) Involvement of stakeholders.
- b) Maintaining transparency in reporting
- c) Independent verification of policies and outcomes
- d) All of the above
- e) None of the above.

111. Match the following:

List I

- a) Value
- b) Unethical Behaviour

List II

- i) Aham Brahmasmi
- ii) Recycling waste

- iii) Depth interview is also known as Directive Interview
- iv) Job evaluation is carried out for promoting job satisfaction

Which of the above statements are true?

- a) Only (i) and (iii)
- b) Only (i) and (ii)
- c) (i),(ii) and (iii)
- d) (ii),(iii) and (iv)
- e) None of the above

115. Which of the following techniques permits the complainant to remain anonymous?

- a) The exit interview
- b) The gripe-box system
- c) The opinion survey
- d) The buddy system
- e) None of the above

116. A personality characteristic indicating one's willingness to do whatever it takes to get one's own way is known as

- a) Locus of Control
- b) Machiavellism
- c) Job Characteristic model
- d) Personality legitimacy
- e) None of these

117. The term 'Grapevine Communication' is related to

- a) Formal Communication
- b) Informal Communication
- c) Written Communication
- d) Vertical Communication

e) None of these

118. Negotiation of labour contract by Union and Management is referred to as

- a) Industrial Relations
- b) Trade Union
- c) Consumerism
- d) Collective Bargaining
- e) None of the above

119. Porter and Lawler Model is related to

- a) Perception
- b) Attitudes
- c) Motivation
- d) Leadership
- e) None of these

120. Performance appraisal includes

- a) Check reviews done by the supervisors.
- b) review his performance in relation to the objectives and other behaviours.
- c) Promote employees for self appraisal.
- d) All of the above.
- e) None of these