Q.1. In VUCA environment, what does the C stands for

a. Control
b. Collection
c. Complexity
d. Charges

V – Volatility
U- Uncertainty
C- Complexity
A- Ambiguity

C

Q.2 Career path is

1. **a sequence of job assignments, training requirements and promotion to higher level**
2. **Performance feedback is a part of the career path.**
3. **The career path is uniformed**
4. **Less flexible to accommodate variations**

a. **1 to 4**
b. **1 to 3**
c. **2 to 3**
d. **1, 2 & 3**

Q.3 Match the following:

1. desire to be outstanding in the field –   i. Security competence

2. indicate that they will be able to rise
   in the management hierarchy –   ii. Technical/ Functional
                                                    competence

3. Tying themselves to a particular organization
   or geographical location-   iii. Autonomy competence

4. prefer to maintain their freedom. –   iv. Managerial competence

a. 1 – ii, 2 – iv, 3 – I, 4 – iii
b. 1 – ii, 2 – iv, 3 – iii, 4 – i
c. 1 – iv, 2 – iii, 3 – I, 4 – ii
d. 1 – ii, 2 – i, 3 – Iv, 4 – iii

A

4. The HR professional's role includes creating necessary culture and values in the organisation, diagnosing the problem at organisation level and taking corrective steps. These fall, in which of the following category:

(a) role of developing competence

(b) process role

(c) supportive role

(d) managerial role

B

5. Which of the following aims at safeguarding interest and controlling exploitation of specific groups

(1) Child Labour Act 1986

(2) Bonded Labour System Act 1976

(3) Interstate Migrant Workmen Act 1979?

(a) 1 to 3 all

(b) 1 and 3 only

(c) 1 and 2 only

(d) 2 and 3 only

A

6. Among the given, which one is the correct statement?

(a) Career Planning is the process to identify new leaders to succeed and replace old leaders

(b) Succession Planning is the process to identify new leaders to succeed and replace old leaders

(c) Talent Management is the process to identify new leaders to succeed and replace old leaders

(d) Manpower Planning is the process to identify new leaders to succeed and replace old leaders

B

7. According to Nadler, the organised learning experience in a definite time period to increase the possibility of improving job performance growth, is called

(a) human resources management

(b) human resources development

(c) human resources acquiring

(d) human resources management and development.

B
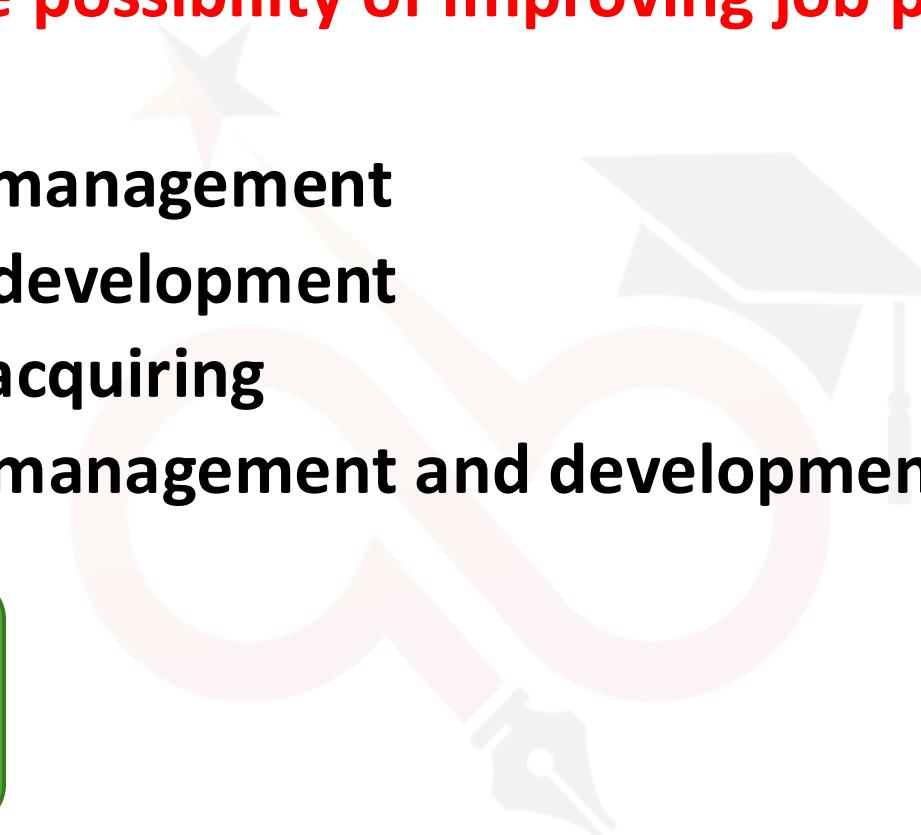
8. Among the given, Job role or job analysis are comprising with?

(a) job description only

(b) job description and job evaluation only

(c) job specification and job description only

(d) job description, job evaluation and job specification

D
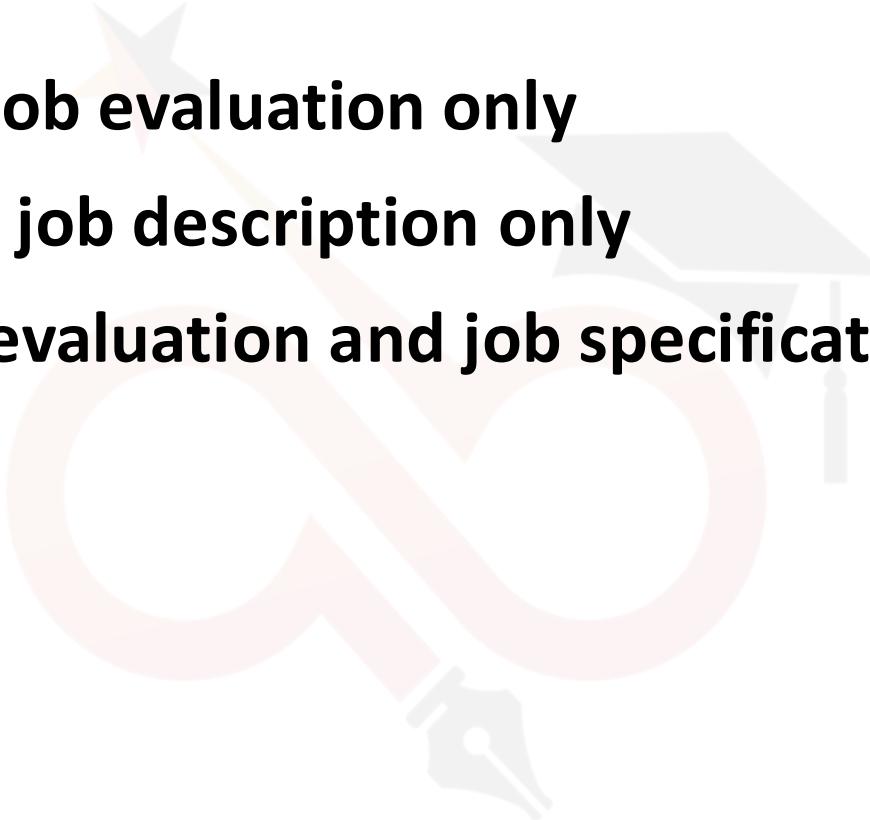
Q.9. Frederick Taylor gave the concept of ____

a. Division of labour
b. Time & motion study
c. Both a & b
d. None of these

C

- The beginning of these two perspectives can be seen in the work of Robert Owen (1771–1858) and Charles Babbage (1792–1871).
- ❑ Owen, a manager by profession, claimed that a manager's best investment was in his workers ('vital machines' as he called them).
- He believed in providing better conditions for workers which he thought would result in higher productivity.
- ❑ Babbage, a professor of mathematics, was an early advocate of division of labour.
- He believed in applying scientific principles to work processes to increase productivity and reduce expenses.

10. As we know, the individuals are not static and they can be dynamic and change

a) by acquiring new knowledge

b) by acquiring new skills

c) by developing attitudes

d) by change in belief.

A

(a) 1 to 4 all

(b) 1 to 3 only

(c) 2 to 4 only

(d) 1,3 and 4 only
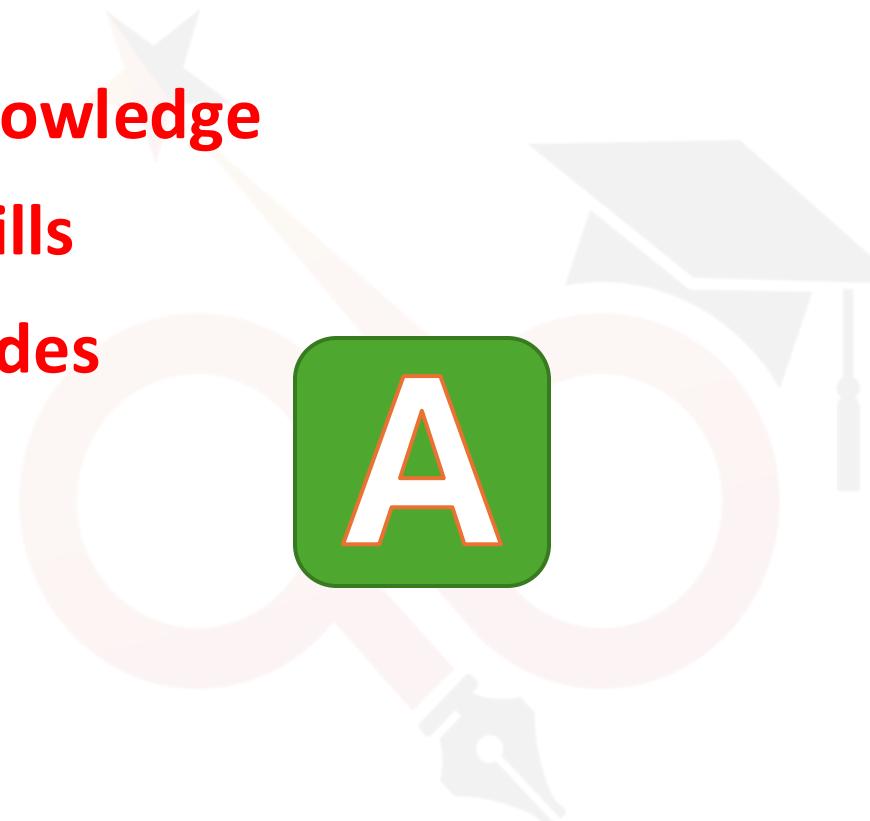
11. Learning occurs when learners have the freedom to learn, what is particularly relevant to their personal life situation. It is stated by which of the following theory:

(a) mechanistic theories

(b) cognitive theories

(c) organismic theories

(d) behaviourist theories

C

Knowles (Nadler, 1984) categorises them in three sets as follows:

1. **Mechanistic (or behaviourist) Theories**: These theories hold that the learner is passive in the process of learning. If one introduces an input (stimulus) into a human being, you will get a predetermined response. In other words, learning occurs only when a learner is conditioned to give the 'right' response to a given stimulus.

2. **Cognitive Theories:** These theories equate man with his brain; based on the proposition that one thing that distinguishes human beings from other living things is that they possess brains that are capable of critical thinking and problem solving. The purpose of learning therefore is to teach the brain to engage in such critical thinking and problem solving.

3. Organismic (or Humanistic) Theories: These theories hold that learning occurs only when learners have the 'freedom to learn' what is particularly relevant to their personal life situation. The purpose of learning is to encourage each individual to develop his or her full, unique potential. When we examine the training and development function in the organisational context it

12. Which of the following is a common mode of providing on the job training:

(a) apprenticeship program

(b) job instruction training

(c) understudy assignment

(d) all the above

D
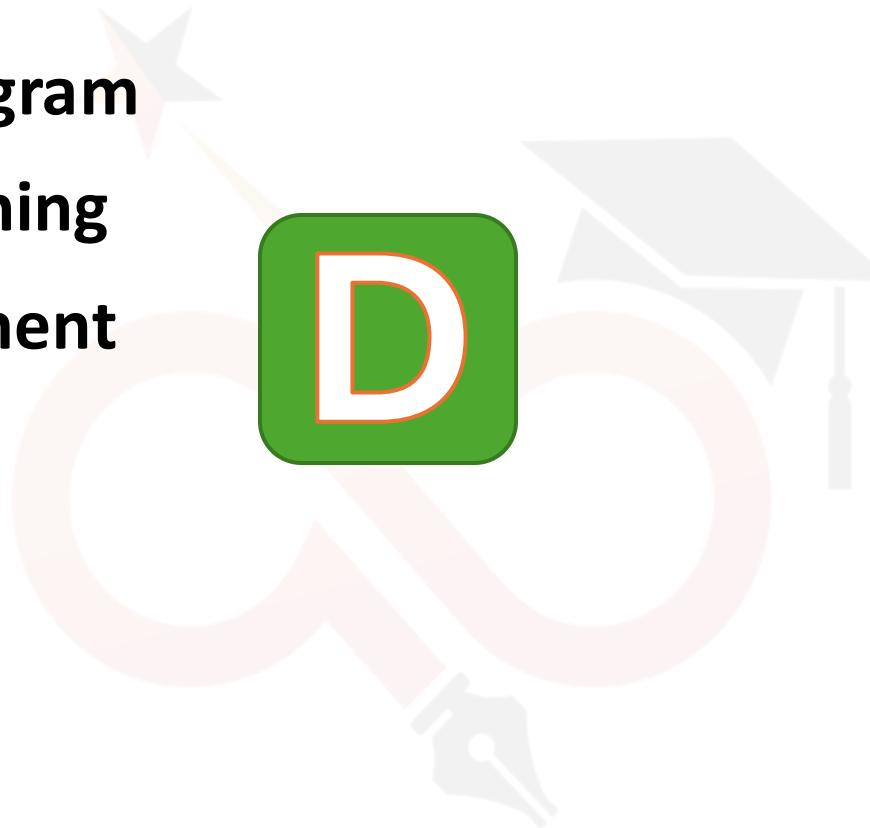
Q.13. Which of the following is not a component of economic intelligence

1. Self Regulation
2. Self Motivation
3. Social Skills
4. Empathy

a. 1 & 2
b. 2 only
c. 3 only
d. All are part

D

14. A branch manager who believes in work ethic tends to voice his attitude towards a particular individuals or work practices as a means to reflect this value. As part of the functions served by the attitude, it falls under:

(a) the adjustment functions

(b) the ego-defensive function

(c) the value-expression function

(d) the knowledge functions

C

Attitudes serve four important functions in the process. These are:

(1) The Adjustment Function,

(2) The Ego-Defensive Function,

(3) The Value Expression Function, and

(4) The Knowledge Function.
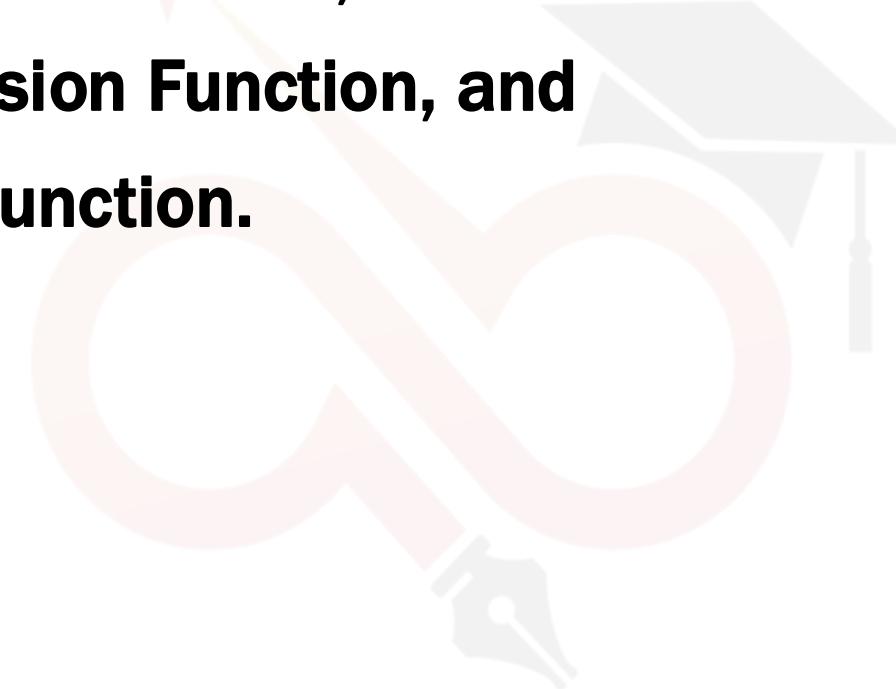
15. Under career pattern, Schein has given a comprehensive framework of 3 dimensional movements which are

1) vertical

2) circumferential

3) radial

4) cervical

(a) 1,2 and 4

(b) 1,2 and 3

(c) 2,3 and 4

(d) 1,3 and 4

B

16. When an individual is of the view that whatever has happened in his life, it was due to external events or luck, this is called as?

(a) external locus of control

(b) locus of control

(c) internal locus of control

(d) beyond control locus

A

17. The concept of life positions i.e. I am OK, you are OK, are given by?

(a) Harris

(b) Eric Benson

(c) Hersey Blanchard

(d) Peter Drucker

A

Harris called these combinations as Life Positions.

These life positions are described in terms of Okayness. Thus, the individuals are either OK or NOT OK.

Four life positions can be described as:

1. I am OK you are OK (both have value)

2. I am OK you are NOT OK (I have value but you don't have value)

3. I am NOT OK you are OK (You have value but I don't have value)

4. I am NOT OK you are NOT OK (neither person have value)

Q.18. Ability to understand the emotional make-up of others and skill to treat people according to their emotional reactions is known as

a. Self Regulation
b. Self Motivation
c. Social Skills
d. Empathy

D

Q.19. The concept of Hawthorne studies was given by
a. Nadler
b. Charles Babbage
c. Elton Mayo
d. Peter Ducker

C

20. Which of the following factors falls in personal factors so far, the influence on behaviour of an individual is concerned:

(a) cultural, social, economic factors

(b) age, sex and education

(c) personnel policies, reward and compensation system

(d) values, perception and attitude

A

➢ **Environmental Factors: (a) Economic, (b) Social (norms and cultural values), and (c) Political;**

➢ **Personal Factors: (a) Age, (b) Sex, (c) Education, (d) Abilities, (e) Marital Status, (f) No. of dependants;**

➢ **Organizational Factors: (a) Physical Facilities, (b) Organization Structure and Design, (c) Leadership, (d) Compensation and Reward System; and**

➢ **Psychological Factors: (a) Personality, (b) Perception, (c) Attitudes, (d) Values. (e) Learning.**

Q.21. Who is closely associated with the self- concept theory

a. Carl Rogers
b. Freudian
c. Peter Drucker
d. Erikson

A

22. _____ generally tries to determine what is blocking the progress of non-traditional employees in an organisation.

(a) diversity enlargement

(b) diversity sensitivity

(c) cultural audit

(d) all the above

C
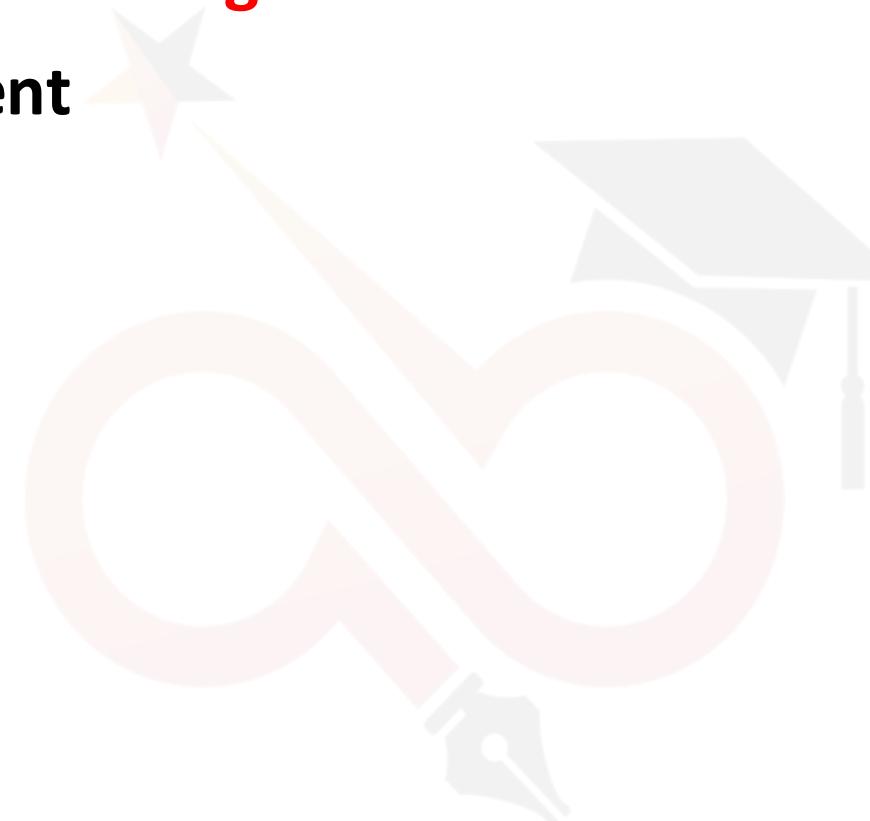
23. According to ERG theory, there are _____ sets of needs in the organisations.

(a) 2

(b) 3

(c) 4

(d) 5

B

This theory is based on existence, relatedness and growth.

ERG theory was advanced by Clayton Alderfer.

The ERG theory has identified the needs into following three categories:

1. Existence Needs: Existence needs relate to the basic survival of human beings. They are similar to the physiological and safety needs suggested by Maslow. Monetary rewards, working conditions, job security, incentives are some of the examples of existence needs.

Related Needs: individual has a natural desire to develop social relationships. He wishes to belong with others and develop friendship and warmth relationships. He gives importance to interpersonal belongingness. He wants to identify and get recognition for himself. These needs are related needs.

**3. Growth Needs:** Individual has an intrinsic desire to grow in organisational career and in his personal life. He wishes to grow beyond his potential and learn new skills and capabilities. These are growth needs. They are similar to self-actualisation needs suggested by Maslow.

24. An officer has been promoted as manager, but now he is not finding much time to attend to his wife and children, who place time demands on him. This is a situation of:

(a) role set conflict

(b) role ambiguity

(c) role stagnation

(d) inter role conflict

D
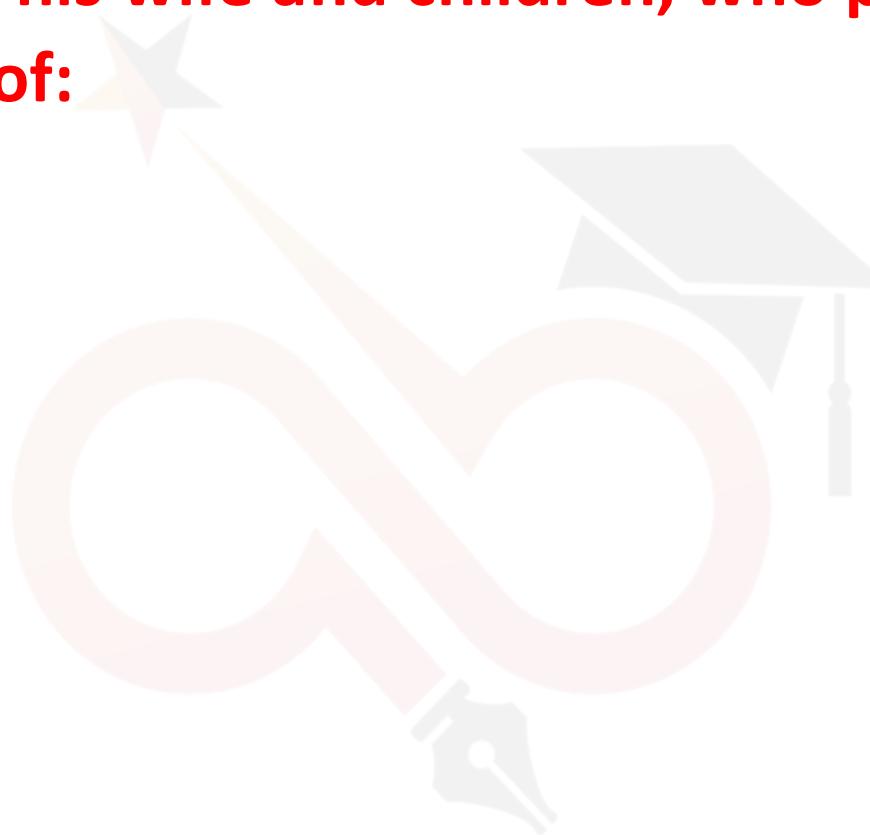
25. What do we call to the situation when sometimes, a role occupant finds that there are too many expectations in his new role?

(a) Role expectation conflict

(b) Role overload

(c) Role erosion

(d) Role isolation

B

1. Role ambiguity:

- Sometimes an individual may not be clear about the various expectations that people have from his role and this causes role ambiguity.
- It may be due to lack of information, understanding of the cues available to him.
- It may be in relation to activities, responsibilities, priorities or general expectations.
- Generally it is experienced by persons occupying roles that are newly created or roles that are undergoing change.

2. Role Overload

- There are too many expectations from the significant others in his role set.
- For example, a bank branch accountant may face different types of problems. When the branch is set to commence business, he may have to allocate duties to take care of vacant seats to his employees. At the same time, some customers may rush to him for certain clarifications. Simultaneously, the branch manager may call him for certain important discussions. In such situations, this branch accountant may experience role overload.

26. Which of the following falls in the category of modern methods in performance appraisal:

(a) assessment centre workshops

(b) free form essay method

(c) comparison method

(d) group appraisal method

A

➢ **Assessment centre workshops:**

▪ **The method uses a number of assessors and different assessment tools in the form of activities.**

▪ **In a job-related simulated situation, the behaviour of the employee is assessed through their performance on different activities/exercises such as group discussion, business games, in-basket exercise, committee meetings, psychometric tests, etc**

➢ **Management By Objectives (MBO):**

▪ **This method attempts to minimise external controls and emphasises on the motivation levels of the employees.**

▪ **This is sought to be achieved through joint goal setting and the employee participation in the decisions that directly affect him.**

- The objective of the MBO is to change the behaviour and attitude in respect of getting the results. It is a result-oriented system.

- The system emphasises on goal achievement rather than the method involved
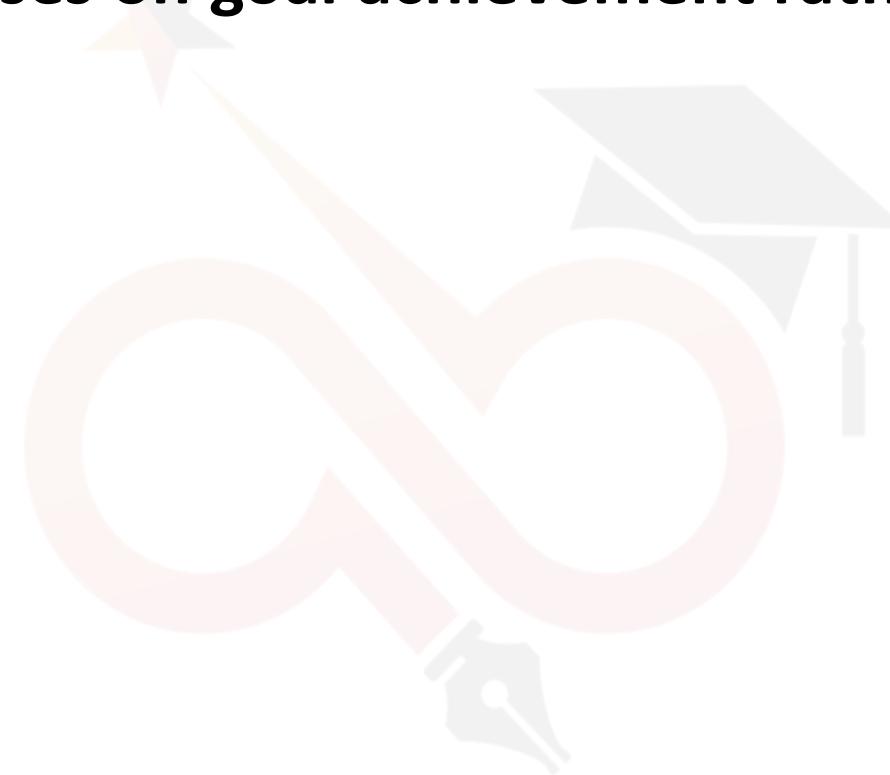
27. Which of the following is a multi-rated performance appraisal system:

(a) assessment centre workshop

(b) management by objectives

(c) 360-degree appraisal method

(d) behaviourally anchored rating scales

C

360 Degree Appraisal Method:

- 360 degree refers to full circle or all around the employee and the employee is in the centre.

- Under this appraisal system an employee is rated by people who are affected by the performance of the employee and have adequate knowledge about his working and performance.

- The appraisal is generally done by the seniors, colleagues (peers), subordinates, suppliers, customers and all other stakeholders.

- It also includes the self-assessment by the employee himself.

- Besides the performance appraisal, this system serves as a good feedback mechanism for the employee and the organisation for taking corrective measures and developmental initiatives to improve the performance.

28. The advantages outweigh and the disadvantages in of is observed in the which of the following system?

(a) performance appraisal

(b) potential appraisal

(c) confidential report

(d) all the above

C

29. Among the given methods, which one is not the modern method/s of performance appraisal?

(a) Management by Objectives

(b) Human Asset Accounting Method

(c) Behaviourally Anchored Rating Scales

(d) Forced Distribution Method

D

➢ **Forced Choice Description and Forced Distribution Methods:**

▪ **These methods force the superior to make his choices.**

▪ **The underlying idea is to minimise the bias.**

▪ **The employee is rated on a predetermined distribution scale.**

▪ **The factors normally considered are job performance and suitability for promotion.**

▪ **In the choice description method, the superior is asked to select the statements which best describe the employee.**

▪ **The statements are predetermined sets of description of people.**

30. In which of the following method, a list of desired attributes and behaviours for each role, followed by a numbered scale for rating workers on each of them are used?

(a) Graphic or Linear Rating Scales

(b) Forced Choice Description Method

(c) Forced Distribution Method

(d) Group Appraisal Method

A

- This is a method in which employees are rated by a group of appraisers consisting of the immediate supervisor and three or four others, who have some knowledge of the performance of the employee.

- The advantage is that it is a thorough method with least bias as it involves multiple raters.

- But it is a very time-consuming process and may get reduced to just a ritual if the number of employees to be rated is high.

31. Which among the following is an appraisal method, in which the appraisal is decided performance evaluation instrument that compares employees' behaviours to particular behaviour?

(a) Assessment Centre Workshops

(b) Management by Objectives

(c) Human Asset Accounting Method

(d) Behaviourally Anchored Rating Scales

D

- The jobs are described through illustrations or by giving critical incidents of effective and ineffective performance.

- Based on these incidents a rating scale is devised.

- A set of incidents are used as 'behaviour anchors' for the performance dimensions.

- While the system is reasonably objective, it is very time consuming. BARS evaluates the performance in terms of critical employee behaviours.

- Developing BARS typically requires five steps as follows:

  i. Identify effective and ineffective job behaviours to describe the performance measures

  ii. Convert these job behaviours into set of performance dimensions

iii. Job expert evaluates these dimensions keeping in view the job description and critical incidences

iv. Job experts rate the behavior described in the incident(s) as to how effectively or ineffectively it represents performance on the appropriate dimension

v. A subset of the incidents is used as behavioural anchors for each

32. Which of the following negotiation strategies focuses on maximizing individual gains at the expense of the other party?

(a) Collaborative negotiation

(b) Competitive negotiation

(c) Integrative negotiation

(d) Distributive negotiation

D

- Distributive negotiation, also known as competitive negotiation or win-lose negotiation, focuses on maximizing individual gains at the expense of the other party.

- In this type of negotiation, there is a fixed amount of resources or value, and each party tries to claim as much as possible for themselves.

- It involves a more confrontational approach and often results in a zero-sum game, where any gain by one party comes at the expense of the other.

33. Which of the following strategies is most effective for managing conflict in organizations?

(a) Avoidance: Ignoring or suppressing the conflict.

(b) Competition: Asserting one's own interests at the expense of others.

(c) Collaboration: Seeking mutually beneficial solutions through open communication.

(d) Accommodation: Yielding to the other party's demands to maintain harmony.

C

34. _____ conflict occurs when two or more parties have incompatible goals or interests, while _____ conflict arises when individuals or groups have different values or beliefs.

(a) Value, goal

(b) Goal, value

(c) Interpersonal, structural

(d) Structural, intrapersonal

B

35. When attempting to resolve a conflict, it is important to focus on the _____ rather than the _____.

(a) problem, person

(b) person, problem

(c) cause, effect

(d) effect, cause

A

- When attempting to resolve a conflict, it is important to focus on the problem rather than the person.
- By identifying the root cause of the conflict and working towards a solution that addresses the problem, rather than just the personalities involved, a more effective and lasting resolution can be achieved.
- Focusing on the person can lead to further escalation of the conflict and make it more difficult to resolve.

36. You are a manager in a company that is going through a merger with another organization. The merger has caused uncertainty and anxiety among the employees. Some employees are worried about losing their jobs, while others are concerned about changes to their job roles and responsibilities. How would you use negotiation skills to address the concerns of the employees and resolve the conflict?

(a) Avoid discussing the merger with the employees until the final decision is made.

(b) Provide information about the merger and its potential impact on the employees, including any changes to job roles and responsibilities.

(c) Promise job security to all employees, regardless of the merger.

(d) Offer incentives to employees who perform well during the transition period.

37. Statement I: Conflict can only occur in interpersonal relationships.

Statement II: Competition is a common source of conflict in organizations.

Statement III: Conflict always leads to negative outcomes.

(a) Only statement I is true.

(b) Only statement II is true.

(c) Only statement III is true.

(d) Only statements II and III are true.

B
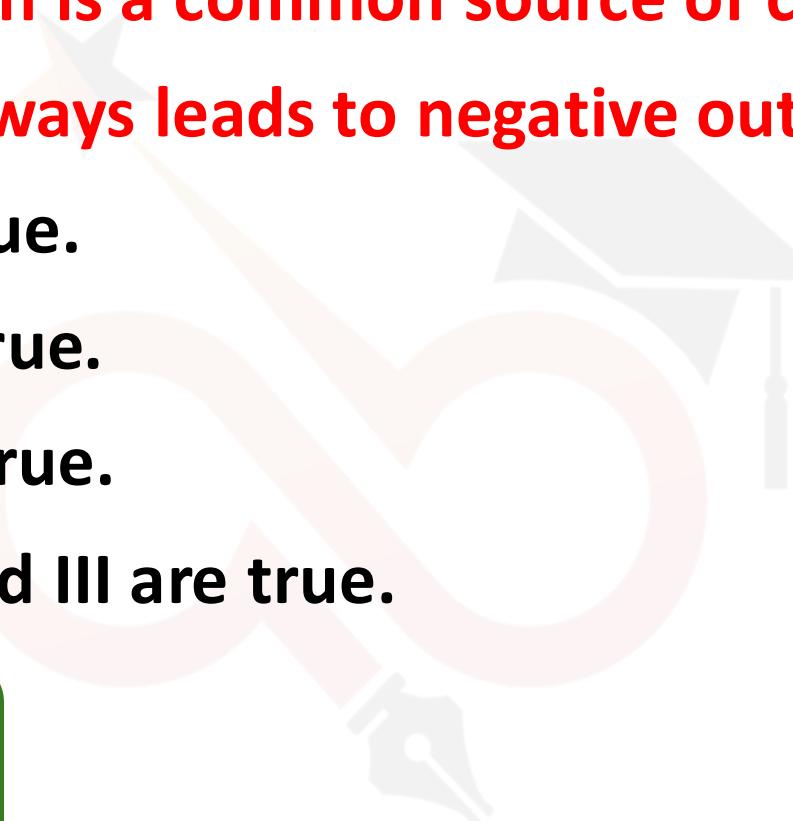
- Statement I is false. While conflict often occurs in interpersonal relationships, it can also arise in other contexts such as between different departments, teams, or even within an individual due to conflicting goals or values.

- Statement II is true. Competition for limited resources, power, promotions, or recognition can lead to conflicts within organizations. Differences in objectives and approaches can also generate conflict among team members.

- Statement III is false. Conflict does not always lead to negative outcomes. While unresolved or poorly managed conflicts can have detrimental effects, properly addressed conflicts can lead to improved understanding, creativity, problem-solving, and stronger relationships.

38. Negotiation skills are essential for the _____ of conflicts in a professional setting. It helps parties involved to reach a _____ solution.

(a) escalation, confrontational

(b) resolution, mutually beneficial

(c) prolongation, decisive

(d) exacerbation, compromising

B

39. Which of the following does not match:

(a) IT has reduced the importance of human resources in the banks - false

(b) IT can effectively substitute the manual systems and no other change is required -false

(c) IT can be used in HRM to reduce the drudgery of accounting and preparing salaries - True

(d) The positive aspect of IT is that more people can be used for strategic decision making - True

C

40. Which of the following is not a correct statement in the context of knowledge management:

(a) people in the organization are the sources of creating knowledge

(b) storing and distribution of information is the responsibility of the information technology department.

(c) Knowledge management process has implications only for the IT sub-system of the organization.

(d) Management of knowledge workers cannot be done by traditional bureaucratic process.

C

Q.41 According to Achievement Motivation Theory McCelland and his associates, there a types of needs
1. **Needs for achievement**
2. **Financial needs**
3. **Need for power**
4. **Need for affiliation**

a. 1 to 4
b. 1 to 3
c. 2 to 3
d. 1, 3 & 4

D

Q.42. Process through a person comes to know about self- skills, interest and motivation is called

a. Career planning
b. Career management
c. Career development
d. None of these

A

Q.43 Under which theory of motivation, the employee feels that what he/she receives from company is fair to terms of effort or skill he/she contributes to the org?
a. Equity theory
b. Significant theory
c. Balanced theory
d. Fair theory

A

Q.44 Every establishment employing 100 or more workers should frame standing orders, with the provision for redressal of grievance of workers. This is to be done under which law?

a. Industrial Dispute Act, 1947
b. Factories Act 1948
c. Worker's Participation (Standing Orders) Act
d. Industrial employment (Standing orders)

D

Q.45 Arrange the following

1. Promotion
2. Performance appraisal
3. Training & Development
4. Recruitment

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

D

46. Which of the following is not a 3C in talent definition?

a. Competence

b. Comptetion

c. Commitment

d. Contribution

B

47. Which of the following is the definition of sponsor?

a. An individual does routine work under the supervision of the mentor, who helps to learn.

b. This is the beginning of making an independent contribution though still in a subordinate role.

c. This stage signifies the beginning of complex functions

d. At this stage the individual needs to broaden his perspective and think long-term as he is now a part of the top management.

D

Q.48. Which of the following is the definition of adulthood?

a. It this stage individual's development is to achieve an ego identity.

b. It is the stage where he/she starts developing relationships with individuals, group or occupation.

c. The stage is that of guiding the next generation and during this stage one is passing on the knowledge, values or sponsoring the younger colleagues and in the

d. A stage when person attempts to achieve ego integrity by examining whether life has been meaningful or satisfying.

C

49. Which of the following defines natural child?

a. A natural child tries to enjoy every bit and take the things as they come.

b. A natural child is the 'thinking' part of child. It is creative, intuitive, imaginative and does experimentation.

c. A natural child state which adapts to what must be done to others to get along.

d. All are correct

A
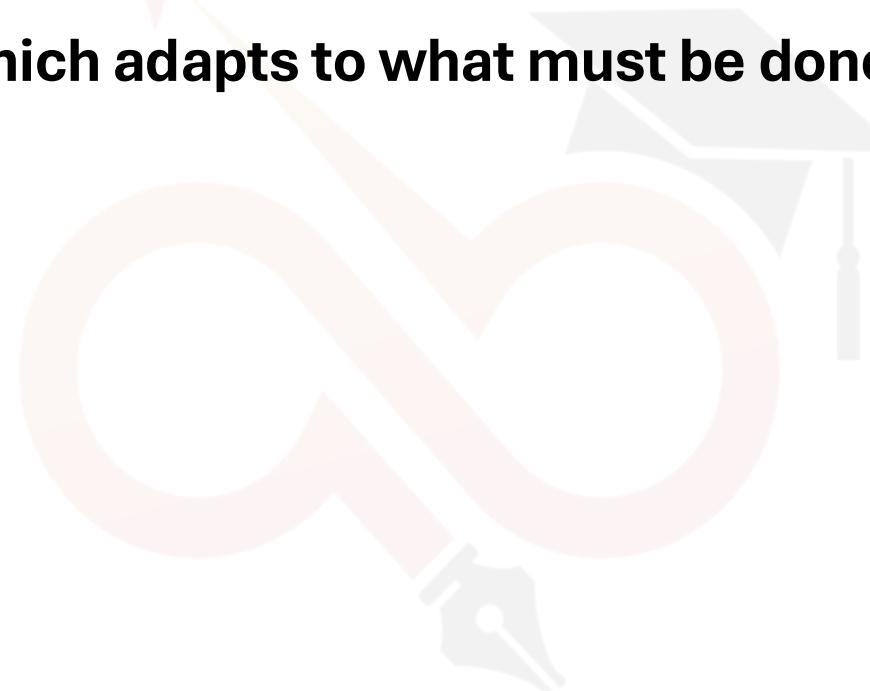
50. Which of the following statement is correct?

1. In the area of people management, Indians were visible as Labour Welfare Officers under the provisions of the Factories Act.

2. Labour officers now had to become experts at drawing up charge sheets, evolving the intricacies of domestic enquiries, attending long drawn-out conciliation proceedings, and briefing the mushrooming breed of labour lawyers after Industrial dispute act, 1947

3. the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, which requires employers to notify the vacancies.

4. The Training Act of 1961, provides for training linked to employment.

a. All are correct

b. 1 to 3

c. 1, 3 & 4

d. 1, 2 & 4

B

Q.51. Which of the following motivation theory suggest that individuals are motivated by the belief that their efforts will lead to desirable outcomes?

a. **Maslow' hierarchy of needs**
b. **Herzberg's two factor theory**
c. **ERG theory**
d. **Vroom's expectancy model**

D

- Also known as instrumentality theory, path-goal theory and valence-instrumentality-expectancy theory.
- The theory was developed by Victor H Vroom.
- The expectancy model is based on the belief that motivation is determined by the nature of the reward people expect to get as a result of their job performance
- People are highly motivated if they believe that a certain type of behaviour will lead to a certain type of outcome and their extent of personal preference for that type of outcome.
- Expectancy is a person's perception of the likelihood that a particular outcome will result from a particular behaviour or action
- Instrumentality factor relates to a person's belief and expectation that his performance will lead to a particular desired reward.
- Valence is the value a person assigns to his desired reward.

52. The pattern of planned HRD and activities intended to enable an organisation to achieve its goal is called?

a. Strategic HRM

b. HRD

c. Solution HRM

d. None of these

A

- Business strategy gives direction to HR activities and HR issues – both internal and external – need to be considered in the business planning process.
- 'Strategic HRM' is a process by which an organisation the knowledge, skills and abilities of its employees in formulation and execution of its business strategy.
- In its wider connotation, the 'Strategic HRM' is the process of linking HRM with strategic role and objectives in order to improve business performance, to develop organisational cultures and also to foster innovation and flexibility.

HR's ROLES	CORE PEOPLE ROLE	ORGANISATIONAL VALUE–ADD ROLE	BUSINESS TRANSFOR–MATION ROLE
BROAD FUNCTIONS UNDER EACH ROLE	– Selection – Orientation – Career Development – Motivation – Compensation – Welfare Services – Retention & Termination	– HR Technology Services – Creating a learning work environment – Organisational Development & Consulting	– Creating a flexible work culture – Aligning HR initiatives to Business strategies – Implement Organisational change & Transition with ease – Assess Return on Investment in Human Capital

53. Rabble hypothesis is ____

a. Workers are motivated more by the need of security
b. Workers are motivated more by the need of self esteem
c. Workers are motivated more by the need of working environment
d. Workers are motivated more by the need of money

D

Scientific Management or Rational Economic View

- F.W. Taylor, who is known as the Father of Scientific Management, has contributed much to the theory of motivation.
- Scientific Management is a set of methods and techniques applied to organisation of work at the operational level for the purpose of increasing efficiency.
- He believed that the best way to increase output was to improve the techniques and methods used by workers
- Taylor's logical and rational approach to management explained that people are primarily motivated by economic considerations and will exert more if offered opportunity to improve their economic gains

54. Moving employees from one job to another in a predetermined way is called ___

a. Job enrichment

b. Job movement

c. Job rotation

d. Job enlargement

C

- Job enlargement refers to assigning more and more jobs of same level to diversify the skills of a person. The individual gets the satisfaction of working on a variety of jobs and learns more and more skills whereas the organisation gets a person who can handle different jobs. Job Enlargement is the horizontal expansion of a job.

- Job enrichment involves redesigning jobs so that they are more challenging to the employee and have less repetitive work. Job enrichment means improvement, or an increase with the help of upgrading and development. By job enrichment, an employee finds satisfaction in respect to his/her position and personal growth potential.

- Job rotation means shifting an employee from one job to another at a same level with different functionality.

55. Which motivation theory suggests that individuals are motivated by their perception of the fairness of the rewards they receive relative to the efforts they put in?

a. Adams' Equity Theory
b. Porter's Performance satisfaction theory
c. Reinforcement theory
d. Herzberg's two factor theory

A

The following terms are relevant to this theory:
- ☐ Person: The individual for whom equity or inequity exists.
- ☐ Comparison: Any group or individual used by a person as a reference regarding inputs and outcomes.
- ☐ Inputs: Characteristics which individuals bring with them to the job, namely, education, knowledge, skills, attitudes, experience, etc.
- ☐ Outcomes: Salary, promotion, perquisites received from a job.
- ▪ Adams' equity theory of motivation says that to be motivated, individuals need to perceive that the rewards they receive for their contributions are fair, and these rewards are similar to those received by their peers

- If individuals perceive that their rewards are not fair, they will feel distressed and try to change things to create a sense of fairness.
- Inequity is defined as the perception that person's job inputs/outcomes ratio is not equal to the inputs/outcomes ratio in comparison to the other
- Further, the greater the felt inequity, the greater would be the motivation to reduce it.

56. Incase of performance appraisal , which of the following error defines that the person who was a good performer in distant past is assured to be okay at present as well.

a. Halo effect
b. Horn effect
c. Spillover effect
d. Lenient rating

C

57. The "Blind Spot" in the Johari Window refers to:

A) What others know about you but you are unaware of

B) What you hide from others

C) Information known to neither self nor others

D) What everyone knows

A

	Known to self	Not known to self
Known to others	ARENA/OPEN	BLIND
Not known to others	CLOSED/HIDDEN	DARK/UNKNOWN

58. What is the full form of the PoSH Act, 2013?

A) Protection of Sexual Harassment Act

B) Prevention of Sexual Harassment at Office Act

C) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act

D) Protection of Safety of Women in Workplace Act

C

59. When did the PoSH Act, 2013 come into force?

A) 3 September 2012
B) 26 February 2013
C) 23 April 2013
D) 9 December 2013

D

57. The "Blind Spot" in the Johari Window refers to:

A) What others know about you but you are unaware of

B) What you hide from others

C) Information known to neither self nor others

D) What everyone knows

A