



CAIIB JUNE EXAM 2025

2 HOURS NON STOP

MARATHON

ABM

Class-1



23 MAY 2025



09:00 PM

LIVE



STREAMING

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1. Which theories hold that learning occurs only when learners have the 'freedom to learn' what is particularly relevant to their personal life situation?

- (a) Behaviourist Theories**
- (b) Organismic Theories**
- (c) Mechanistic Theories**
- (d) Cognitive Theories**

B



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2. What do you mean by the term 'asymmetry of information' in a corporation?

- (a) Not moveable to all shareholders
- (b) Not equally transparent to all stakeholders
- (c) Equally see-through to all stakeholders
- (d) None of these



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3. _____ of the following pairs in the given sequence represents the initial as well as the final step incurred in the T&D (Training & Development) program.

(a) Determining the need for the T&D program and then evaluating the T&D program

(b) Determining the need for the T&D program followed by designing the T&D program itself

(c) Designing the T&D program and then implementing it

(d) Evaluating T&D program followed by implementing it



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4. Job evaluation seek _____.

- (a) Determining the relative worth of various jobs within the organization in monetary terms.
- (b) Evaluating employee's performance of their respective job profiles.
- (c) Both a and b
- (d) None of these



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5 . Oversight role, the process by which companies manage and mitigate business risks is part of _____.

- (a) Compliance**
- (b) Governance**
- (c) Audit**
- (d) Risk management**

B



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6. _____ are components of a well-designed whistle-blowing policy.

- (a) An effectively communicated statement of responsibility
- (b) A clearly defined procedure for reporting
- (c) Both a and b
- (d) None of these



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7. In case of non-compliance the possibility of regulatory action of closing down business is which risk?

- (a) Operational
- (b) Regulatory
- (c) Annihilation
- (d) Legal



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8. What is the fourth step in process of management by objective?

- (a) develop performance standards
- (b) guided setting of objective
- (c) ongoing performance evaluation
- (d) review job and agreement



6 steps are:

1. Define organization goals
2. Define employee objectives
3. Continuous monitoring performance and progress
4. Performance evaluation
5. Providing feedback
6. Performance Appraisal.



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9. As per guidelines, Commercial Banks (excluding LABs and RRBs) shall transfer a minimum of how much percent of the 'net profit' before appropriations to the Statutory Reserve?

- (a) 30**
- (b) 25**
- (c) 20**
- (d) 35**

B



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10. At the functional department level the duties of compliance officer are carried out by whom?

- (a) Special official appointed
- (b) Chief compliance officer
- (c) The senior officer designated in the department
- (d) The functional head



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11. Which test compares employee performance with job requirements?

- (a) Achievement test
- (b) Simulation
- (c) Selection test
- (d) Preference test



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12. What type of rewards employees get in form of praise for successfully accomplishing goals or completing project?

- (a) Leniency Rewards
- (b) Primacy Rewards
- (c) Intrinsic Rewards
- (d) Extrinsic Rewards



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Porter's Performance Satisfaction Model

- Lyman Porter and Edward Lawler came up with a comprehensive theory of motivation, combining the various aspects.
- This model is based on four basic assumptions about human behaviour:
 - (i) multivariate model: According to this model, individual behaviour is determined by a combination of factors in the individual and in the environment.
 - (ii) Individuals are assumed to be rational human beings who make conscious decisions about their behaviour in the organisations.
 - (iii) Individuals have different needs, desires and goals.
 - (iv) On the basis of their expectations, individuals decide between alternative behaviours and such decided behaviour will read to a desired outcome.



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- Rewards may be of two kinds — intrinsic and extrinsic rewards.
- Examples of intrinsic rewards are such as a sense of accomplishment and self-actualisation.
- Extrinsic rewards may include working conditions and status.
- A fair degree of research supports that the intrinsic rewards are much more likely to produce attitudes about satisfaction that are related to performance.
- The model suggests that performance leads to satisfaction.



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13. In the assessment centre workshops method, in a job-related simulated situation, the behaviour of the employees is assessed through their performance of different exercises such as which of the following?

- (a) in-basket exercises**
- (b) group discussions, psychometric tests**
- (c) business games, committee meetings**
- (d) All of the above**



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14. Which term refers to the knowledge, education, training, skills, and expertise of a firm's workers?

- (a) Human Capital**
- (b) Intangible Assets**
- (c) Knowledge Assets**
- (d) Human Resources**



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15. Which theories don't hold that the learner is passive in the process of learning?

(i) Organismic Theories

(ii) Cognitive Theories

(iii) Behaviourist Theories

(a) Only (ii) and (iii)

(b) Only (i) and (iii)

(c) Only (i) and (ii)

(d) All of the above



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16. What is the dispute between employees at different levels in an organization is known as?

- (a) Vertical conflict**
- (b) Organizational conflict**
- (c) Horizontal conflict**
- (d) Over all conflict**

A



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17. What is the most important hurdle in being compliant at the branch level?

- (a) Laid back attitude
- (b) Lack of coordination amongst staff
- (c) Conflict of interest
- (d) Lack of awareness of regulations



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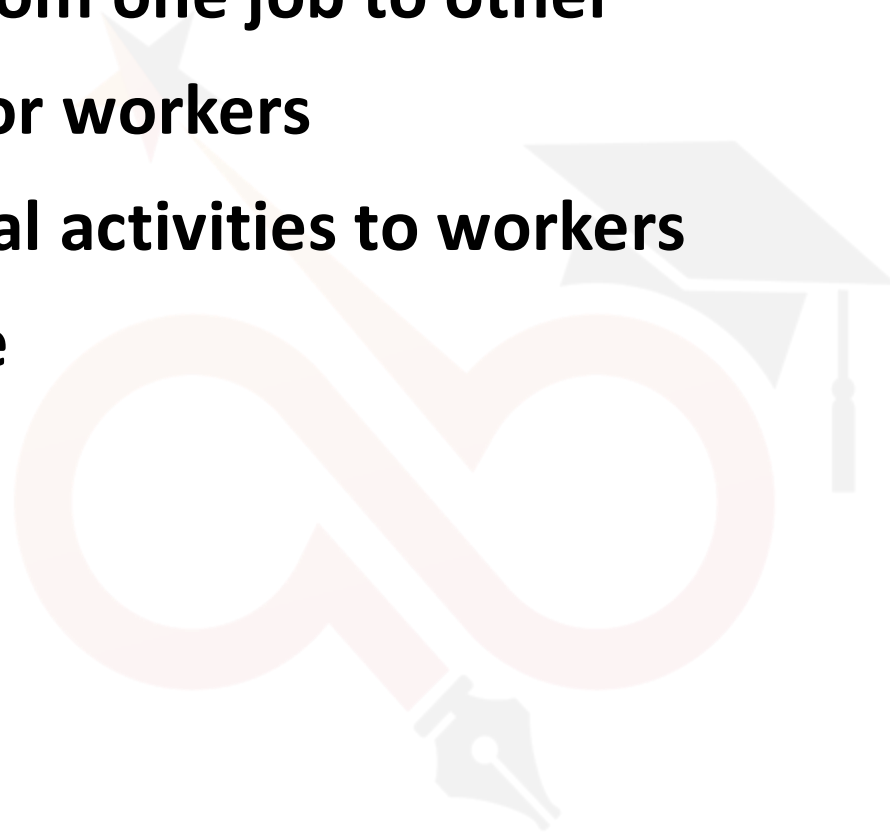
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18. What does the term 'job enrichment' mean?

- (a) moving workers from one job to other
- (b) redesigning jobs for workers
- (c) assigning additional activities to workers
- (d) None of the above

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19. The Concept of Johari Window is related to self-awareness. The authors Luft and Ingham refer two dimensions i.e., how much of one's behaviour is known to him and how much he feels others known to him. These two dimensions give four windows (Open, Blind, Hidden and Dark).

Based on this concept, find out the answer of the following questions.

- (a) Dark – known to self and others**
- (b) Open – Known to others but not known to self**
- (c) Blind – Unknown to self and others**
- (d) Hidden – Known to self and unknown to others**



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20. The Concept of Johari Window is related to self-awareness. The authors Luft and Ingham refer two dimensions i.e., how much of one's behaviour is known to him and how much he feels others known to him. These two dimensions give four windows (Open, Blind, Hidden and Dark).

Based on this concept, find out the answer of the following questions.

There is need to enhance the open area. If the actual situation is "Hidden" how the open area can be increased and hidden area reduced.

- (a) By self-disclosure**
- (b) By receiving feedback from others**
- (c) By sharing**
- (d) All of the above**



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

21. The HR policy which is based on the philosophy of the utmost good for the greatest number of people is covered under what?

- (a) Approach based on justice**
- (b) Configurational approach**
- (c) Utilitarian approach**
- (d) Approach based on rights**



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22 _____ is the statement which best describes the function of Human Resources Planning.

- (a) The process of ensuring that people required running the company are being used as effectively as possible especially in fulfilling developmental needs in order to accomplish the organisation's goals**
- (b) The formal process of familiarizing new employees with the Organisation, new job, work units and culture values, beliefs and accepted behaviour**
- (c) The process of effectively and efficiently managing your assets**
- (d) An integrated set of processes, programs and systems in an Organisation that focuses on maximizing employee contribution in order to achieve Organisational success**



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23 . To address the challenges and opportunities they face organisations engage in a process of strategic management. What is it?

(a) Long-term focused and composed of the organisation's mission, vision and value statements

(b) Short-term focused and composed of organisational strategy, including strategy formulation and implementation

(c) Long-term focused and composed of organisational strategy, including strategy formulation and implementation

(d) Short-term focused and composed of the organisation's mission, vision and value statements



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24. _____ of the following is not a part of the GRC concept.

- (a) Risk**
- (b) Regulation**
- (c) Compliance**
- (d) Governance**

B



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25. _____ of the following term best represents the individuals who have interests in an organisation and are influenced by it.

- (a) Customers**
- (b) Stockholders**
- (c) Workforce**
- (d) Stakeholders**



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26. _____ of the following term is used to identify, "what the job holder does"? "How it is done"? & "why it is done"?

- (a) Job evaluation
- (b) Job description
- (c) Job title
- (d) Job specification

B



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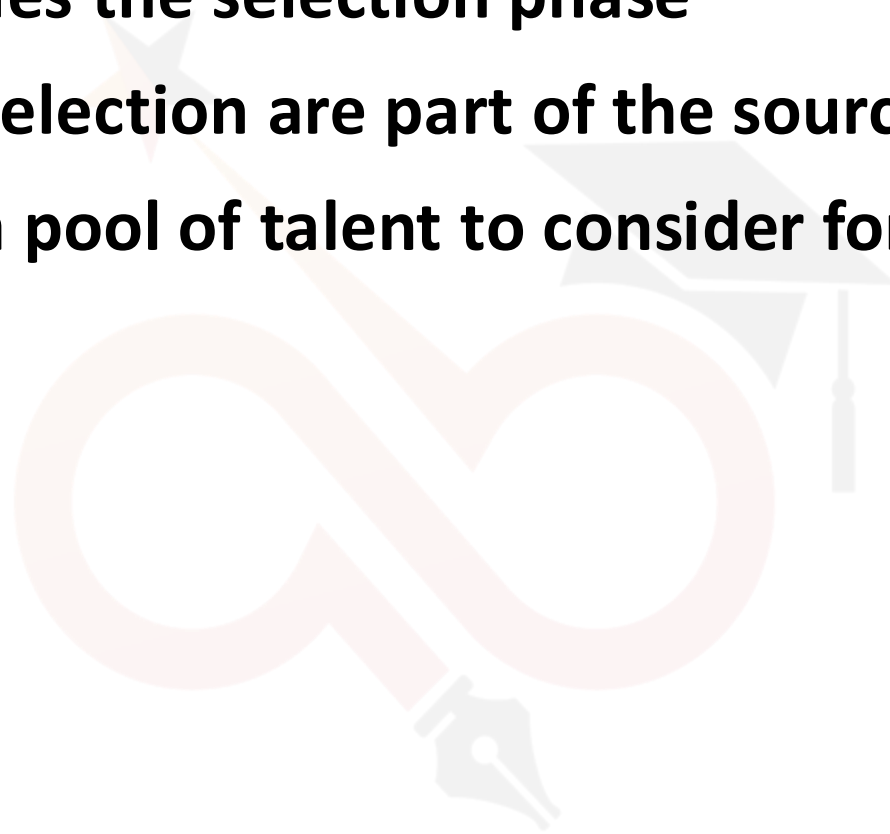


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27. _____ statements are incorrect.

- (a) Recruitment enables the selection phase**
- (b) Recruitment and selection are part of the sourcing/attraction process**
- (c) Selection creates a pool of talent to consider for future jobs**
- (d) All of the above**



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28. _____ of the following is not a part of the whistle-blower policy.

- (a) An authority**
- (b) A structure**
- (c) A whistle-blower**
- (d) A wrongful or unethical practice**

B



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29. _____ theory of personality believes that the traits of a person which determine his personality and behaviour, are basically inherent to a person.

- (a) Trait Theory**
- (b) Psycho-analytical theory**
- (c) Social learning theory**
- (d) Self-concept theory**



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30. HR professionals apply the risk management techniques on which aspects?

- (a) HR Capabilities**
- (b) HR Strategies**
- (c) Both a and b**
- (d) None of these**

B



31. Which of the following option is correct?

(a) The individuals which raise ethical concerns to others, inside or outside the organization are known as whistle blowers.

(b) The individuals which raise ethical concerns to others, inside or outside the organization are known as entrepreneur.

(c) The individuals which raise ethical concerns to others, inside or outside the organization are known as social impact management.

(d) None of these



32. _____ is the approach of corporate social responsibility.

- (a) Stake holders' priorities**
- (b) Corporate philanthropy**
- (c) sustainable development**
- (d) All of these**





33 _____ bank fraud involves having personal information stolen through the use of a fake website.

- (a) Microelectronic fraud**
- (b) Cheque book fraud**
- (c) Credit card fraud**
- (d) Identity theft**





34 . Choose the correct option.

- (a) If two lines intersect each other at 90-degree angle, the co-efficient of correlation will be 1.**
- (b) If two lines intersect each other at 90-degree angle, the co-efficient of correlation will be -1.**
- (c) If two lines intersect each other at 90-degree angle, the co-efficient of correlation will be 0.**
- (d) Both a and b**





35. Proper tone at the top includes _____.

- (a) Communicating compliance and ethics messaging to employees**
- (b) Rarely applying the code of conduct**
- (c) Modelling the company's values**
- (d) Both a and c**



36. Choose the correct option.

(a) The method of least squares directs that select a regression line where the sum of the squares of the deviations of the points from the regression line is minimum.

(b) The method of least squares directs that select a regression line where the sum of the squares of the deviations of the points from the regression line is negative.

(c) The method of least squares directs that select a regression line where the sum of the squares of the deviations of the points from the regression line is zero.

(d) None of these



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REGRESSION

$$b = \text{cov}(X, Y) / \sigma_x^2$$

- $b = \frac{\sum xy - \sum x \cdot \sum y}{\sum x^2 - \sum (x)^2}$
- $y = a + bx$
- $a = \bar{Y} - b\bar{X}$



37. Choose the correct option.

- (a) A system which cuts across functions/departments and boundaries of organisation, to achieve organisational goals, is known Quality Circle
- (b) A system which cuts across functions/departments and boundaries of organisation, to achieve organisational goals, is known TQM (Total Quality Management)
- (c) A system which cuts across functions/departments and boundaries of organisation, to achieve organisational goals, is known BPR (Business Process Re-engineering)
- (d) All of these



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38. _____ statements do not speak appropriate about net working capital.

(a) The greater the amount of bank borrowing for financing current assets, the more would be the liquidity of the enterprise.

(b) The greater the amount of net working capital (NWC), the more would be the liquidity of the enterprise

(c) Both a and b

(d) None of these



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**39. The Whistle-Blower policy preamble contains the following.
_____ of them should be the most important.**

- (a) Anonymity of the informant will be maintained**
- (b) Appropriate and disciplinary action will be taken after investigation and on confirmation of the information**
- (c) The authenticity of the information will be confirmed and there will be no reprisal for reporting the information**
- (d) None of the above**



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40. According to Driver, in what an individual takes a new job, works hard, performs well, moves up in status and rank and then moves on to another type of work and follows the same pattern of development and performance.

- (a) Transitory Pattern**
- (b) Spiral Career**
- (c) Plateau Career**
- (d) Steady State Careers**



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Career Patterns

- Driver (1985) has listed these patterns as Career Concepts.
- **Linear Career concept:** some individuals who enter into an occupation and develop a plan for upward movement within the same profession using organisational hierarchy.
- **Steady State Career** : individuals choose a profession, acquire higher skills but do not choose to go higher up in the hierarchy
- **Transitory pattern:** individuals shift from one job to another not necessarily related to the previous one without acquiring any excellence.
- **Spiral Career** : individuals take on a new job, work hard, perform well, move up in status and rank, then move on to another type of work and follow the same pattern of development and performance.



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- **Plateau career** : which indicates reaching a level higher than where one started but then continuing on the same level
- Schein has given another comprehensive framework of Three Dimensional Movements, viz., Vertical, Circumferential, and Radial.
 - ❑ Vertical movement : is along the hierarchy of the organisation,
 - ❑ Circumferential movement is along the different divisions and functions
 - ❑ Radial is towards the centre of the organisation.
 - ❑ conical career movement which incorporates sequential movements in all the three dimensions.



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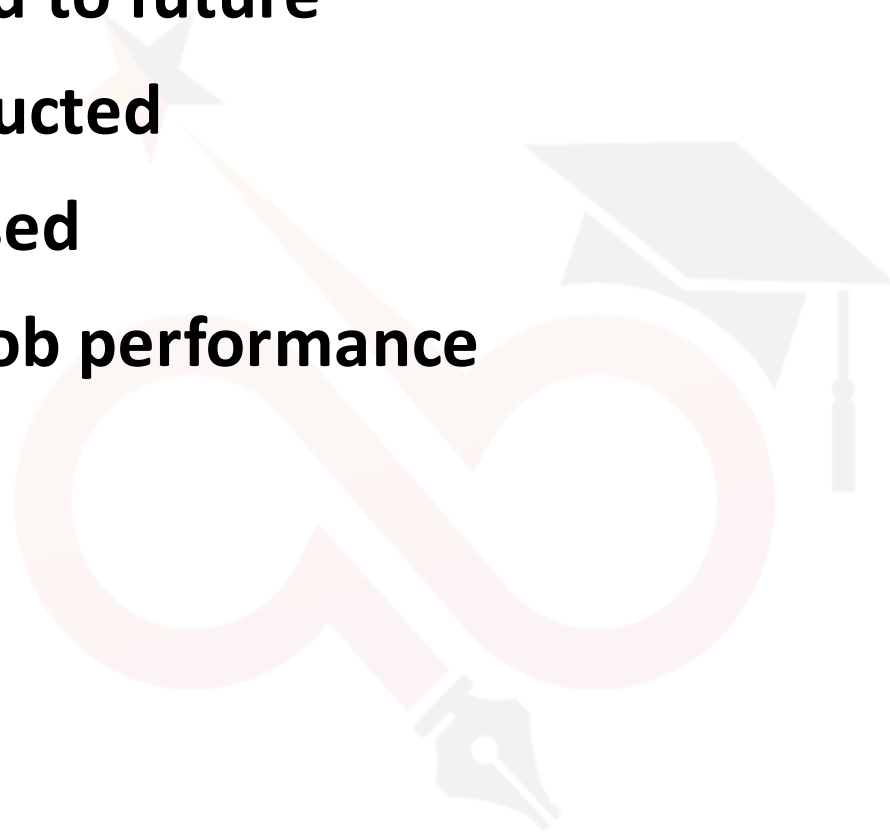
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41. _____ is an unstructured interview called.

- (a) Typically, is related to future**
- (b) Infrequently conducted**
- (c) Typically, is unbiased**
- (d) Typically, biased job performance**

D



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42. Tests that measure traits, temperament, or disposition are examples of

_____.

- (a) Personality tests**
- (b) Intelligence tests**
- (c) Work sample tests**
- (d) Manual dexterity tests**



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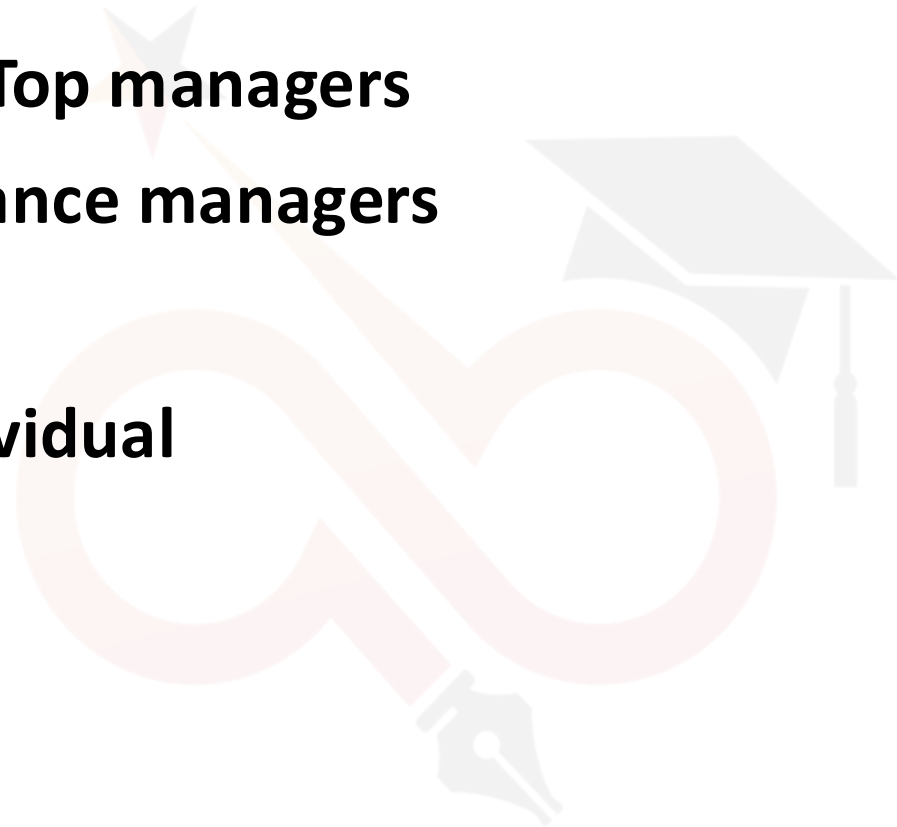


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43. The best hiring occurs when the goals of _____ the following should consistent to each other.

- (a) Lower managers, Top managers**
- (b) HR managers, Finance managers**
- (c) Head office, Brand**
- (d) Organisation, individual**



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44 . The field of HRM was founded on the idea that the competitive advantage of the organisation relies on which of the following sources of capital?

- (a) Social, Cultural and Human Capital**
- (b) Cultural, Human and System Capital**
- (c) Cultural, Human and Source Capital**
- (d) All of the above**



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Q.45. Two factor hypothesis leading to job satisfaction & job satisfaction takes into account motivational factors & hygiene factors, as per ___ theory of motivation.

- a. BF Skinner's theory**
- b. C Alderfer's theory**
- c. Maslow's theory**
- d. Herzberg theory**



Q.46. Some time, a role occupant finds that there are too many expectation in his new role. This is called

- a. Role erosion**
- b. Role overload**
- c. Role Expectation conflict**
- d. Role isolation**



Q47. Sometimes a role occupant feels that certain functions which he would like to perform are being done by some other person having a different role. This is called

- a. Role erosion**
- b. Role overload**
- c. Role Expectation conflict**
- d. Role isolation**



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 available to a role occupant or may be due to lack of understanding of the cues available to him.**

2. Role Expectation Conflict:

- **When there are conflicting expectations or demand from a role, the role occupant experiences conflict and stress.**

3. Role Overload :

- **Sometimes a role occupant feels that there are too many expectations**

4. Role Erosion :

- **Sometimes a role occupant feels that certain functions which he would like to perform are being done by some other person having a different role. Role erosion is the individual's subjective feeling**

Q48. Which stage of career roles signifies the beginning of complex functions?

- a. Sponsors**
- b. Colleague**
- c. Mentors**
- d. Apprentice**



THOMPSON & PRICE:

- 1. Apprentice:** This is the beginning of the career. An individual does routine work under the supervision of the mentor, who helps to learn. At this stage the individual needs to accommodate himself to a certain degree of dependency.
- 2. Colleague:** This is the beginning of making an independent contribution though still in a subordinate role. There is less dependence on superiors for advice and direction.
- 3. Mentors:** This stage signifies the beginning of complex functions. The individual develops ideas, manages others, and must learn to assume responsibility for his subordinates' work.
- 4. Sponsors:** At this stage the individual needs to broaden his perspective and think long-term as he is now a part of the top management. He is required to define the direction in which the entire organisation or at least a major segment of it would develop.

Q.49. As per Robert Owen, manager's best investment & 'vital machines' are

- a. Improvised tools**
- b. Workers**
- c. Line managers**
- d. Modern technology**



Q.50 Which of the following is not correct description of the term as per Pareek & Rao?

- a. **Role:** Emphasis on pattern of mutual expectation
- b. **Task:** Basic element of job
- c. **Work:** Involves complex pattern and encompasses socio-psychological relationship
- d. **Job:** Puts an individual in hierarchical pattern



- **Task:** This is a basic element of a job and as such requires a person to achieve a specific product. In the process the individual is isolated from others.
- **Job:** This is a complex system of tasks requiring an individual to achieve an overall product and still making the relationship irrelevant.
- **Position:** Puts an individual in a hierarchical pattern, expecting those below to report or surrender to higher positions and conform to their expectations while those higher up may be led to exploit the relationship and demand conformity.
- **Role:** Emphasizes on the pattern of (mutual) expectations.
- **Work:** Involves a more complex pattern as it goes a step further to encompass sociopsychological relationship.

51. _____ is known as a numerical value used as a summary measure for a sample.

(i) sample parameter

(ii) sample statistic

(a) Only (i)

(b) Only (ii)

(c) Both (i) & (ii)

(d) None of these

	<i>Population</i>	<i>Sample</i>
Definition	Collection of all items	Part of the population
Characteristics	Parameters	Statistics
Symbols	Size – N Mean – μ Standard Deviation – σ	Size – n Mean – \bar{X} Standard Deviation – σ

B



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52. Choose the correct statement.

- (a) Where an organization takes into account the effect its strategic decisions have on society, this is known as corporate governance.
- (b) Where an organization takes into account the effect its strategic decisions have on society, this is known as business policy.
- (c) Where an organization takes into account the effect its strategic decisions have on society, this is known as business ethics.
- (d) Where an organization takes into account the effect its strategic decisions have on society, this is known as corporate social responsibility.



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53. Choose the correct statement according to the use of compliance functions in a bank.

(a) compliance function is used in a bank to ensure compliance to all applicable statutory provisions.

(b) compliance function is used in a bank to compliance of rules, regulations and code of conducts.

(c) compliance function is used in a bank to compliance of all guide lines issued by Central Govt. and Central Bank

(d) All of these



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(a) Tenor for appointment of CCO:

- The CCO shall be appointed for a minimum fixed tenure of not less than 3 years. The

(b) Transfer/Removal of CCO:

- only in exceptional circumstances with the explicit prior approval of the Board after following a well-defined and transparent internal administrative procedure;

(c) Rank:

- The CCO shall be a senior executive of the bank, preferably in the rank of a

(d) General Manager or an equivalent position (not below two levels from the CEO).

(e) Age: Not more than 55 years;

(f) Experience: The CCO shall have an overall experience of at least 15 years in the banking or financial services, out of which minimum 5 years shall be in the Audit/Finance/Compliance/Legal/ Risk Management functions;



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54 . Choose the correct statement.

- (a) Since the population size is always larger than the sample size, then the sample statistic can never be larger than the population parameter.
- (b) Since the population size is always larger than the sample size, then the sample statistic can never be equal to the population parameter.
- (c) Since the population size is always larger than the sample size, then the sample statistic can never be smaller than the population parameter.
- (d) None of these

D



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55. Which one is the Responsibility of Compliance Function in NBFCs?

- (a) Play the central role in identifying the level of Compliance risk in the organisation.
- (b) Compliance Function shall monitor and test Compliance by performing sufficient and representative Compliance testing.
- (c) Both a and b
- (d) None of these



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56 Who study about the concept of Hawthorne?

- (a) Elton Mayo
- (b) Both Elton Mayo and Peter Ducker
- (c) Peter Ducker
- (d) Charles Babbage



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- **‘Hawthorne Studies’ carried out by Elton Mayo and others at Western Electric Company during 1924– 33, is a landmark in the evolution of the management thought and human approach in management.**
- **The human relations movement that followed replaced the ‘rational-economic man’ by the ‘social man’ perspective.**
- **It focused on the role played by the various relationships that develop at work as an outcome of the organisational interactions.**
- **Following the revelations, the people management systems were geared to take care of the relationships with supervisors, colleagues and groups.**



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57 Which of the following statements is true for an infrastructure project?

- (a) It has long gestation period**
- (b) The debt equity ratio is normally high for an infrastructure project.**
- (c) The implementation period is usually long**
- (d) All of the above**

D



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58. How much experience that the CCO shall have to be appointed as Chief Compliance Officer in a bank / financial institution?

(a) 10 years & 3 years shall be in the Audit / Finance / Compliance / Legal / Risk Management functions.

(b) 20 years & 5 years shall be in the Audit / Finance / Compliance / Legal / Risk Management functions.

(c) an overall experience of at least 15 years in the banking or financial services out of which minimum 5 years shall be in the Audit / Finance / Compliance / Legal / Risk Management functions.

(d) None of these



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59. Which of the following statement is correct?

- (a) Job description is about the job that a worker has to perform
- (b) Job specification relates to the requirements in terms of educational qualification, age, experience etc
- (c) Job evaluation relates to the comparison between similar jobs within the organization or between organizations or within the industry
- (d) All of these

D



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60. Which of the following is a source for meeting working capital requirements?

- (a) Suppliers Credit**
- (b) Bank Finance**
- (c) Advance payment to suppliers**
- (d) Both a and b**

D



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61. Purpose of credit monitoring is _____.

- (a) To ensure end use of the funds by the borrower**
- (b) To detect any deterioration in the security charged to the bank**
- (c) To ascertain that the business continues to run on the projected lines**
- (d) All of the above**



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62. The method used for evaluating the performance of executives or supervisory positions is known as _____.

- (a) Behaviourally Attached Rating Scales**
- (b) Assessment Centres**
- (c) 360-degree response**
- (d) None of these**

B



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Assessment centre workshops:

- This is a modern method of assessment.
 - 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.
- **Purpose of Assessment Centre**
1. to measure the potential of the candidate for higher managerial position;
 2. to assess training and development needs



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- 3. to select candidates in campus recruitment or fresh students for employment;**
 - 4. to identify future potential leaders. The Assessment Centre generally measures interpersonal skills, leadership qualities, organising and planning abilities, problem-solving abilities, stress tolerance capacity, motivational orientation and communication skills of the candidates.**
- **The drawback of the Assessment Centre is that it is a time-consuming activity. Good performers are averse to the idea of exam-taking. It also requires highly trained observers to assess various personality traits and behaviour pattern of candidates.**



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63. In simple random sampling, we can describe mathematically how objective our estimates are. Why is this?

(i) Every sample always has an equal chance of being selected

(ii) We always know the chance that any population element will be included in the sample

(a) Only (i)

(b) Only (ii)

(c) Both (i) & (ii)

(d) None of these



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64. Choose the correct statement.

- (a) The measure of dispersion that is influenced most by extreme values is the variance.
- (b) The measure of dispersion that is influenced most by extreme values is the range.
- (c) The measure of dispersion that is influenced most by extreme values is the interquartile range.
- (d) All of the above

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65. _____ sampling process starts with researchers dividing a diverse population into relatively homogeneous groups.

- (a) Cluster Sampling
- (b) Systematic Sampling
- (c) Stratified Sampling
- (d) None of these



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66 _____ approach is known as corporate governance.

- (a) Scientific approach**
- (b) Hybrid approach**
- (c) Top-down approach**
- (d) Both a and b**



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