- Question No. 1

Which of the following motivation theory is based on the comparison between outputs and inputs of employees?

**Options :**

1. ERG Theory
2. Cognitive Evaluation Theory
3. Expectancy Theory
4. Equity Theory
5. Self-Efficacy Theory

Answer : Equity Theory

- Question No. 2

Who heads the Goods and Services Tax (GST) Council?

**Options :**

1. Prime Minister
2. Finance Minister
3. Minister of State for Finance
4. Secretary, Department of Revenue
5. Chairman, Central Board of Indirect Taxes and Customs

Answer : Finance Minister

- Question No. 3

Who is in charge of the Fiscal policy in India?

**Options :**

1. RBI
2. Finance Ministry

3. Ministry of Corporate Affairs
4. A and B
5. B and C

Answer : Finance Ministry

- Question No. 4

A derivative instrument derives its value from which of the following?

**Options :**

1. Underlying asset
2. Security
3. Demand and supply of derivative
4. Fixed by stock exchanges based on market dynamics
5. Equity shares

Answer : Underlying asset

- Question No. 5

Which of the following risks can be eliminated by a derivative instrument?

**Options :**

1. Credit Risk
2. Operational Risk
3. Interest rate risk
4. Systemic risk
5. All of the above

Answer : Interest rate risk

- Question No. 6

Who first suggested the concept of Management by Objectives (MBO)?

**Options :**

1. Peter F Drucker
2. Terry
3. Louis Allan
4. Henry Fayol
5. Harold Koontz

Answer : Peter F Drucker

- Question No. 7

Which of the following motivation theory is given by Alderfer, which is considered as a condensed form of Maslow's theory?

**Options :**

1. Two factor theory
2. Theory of Needs
3. ERG Theory
4. Theory X and Theory Y
5. Theory Z

Answer : ERG Theory

- Question No. 8

Which of the following banks launched India's first banking robot named Lakshmi?

**Options :**

1. Karnataka Bank
2. Bank of Baroda
3. HDFC Bank
4. City Union Bank
5. ICICI Bank

Answer : City Union Bank

- Question No. 9

The 360 degree appraisal system was first used by which of the following companies?

**Options :**

1. Toyota Motors
2. General Motors
3. General Electric
4. Samsung Electronics
5. IBM

Answer : General Electric

- Question No. 10

Which of the following is correct about Commercial Papers (CP)?

**Options :**

1. CP is issued by banks to manage liquidity
2. CP is issued by Central Government for short term requirements
3. CP is issued by corporates for short term
4. CP is issued by municipalities to meet short term needs
5. All of the above

Answer : CP is issued by corporates for short term

- Question No. 11

Who gave the four stage training evaluation model consisting of reaction of the trainee, learning, behaviour and results?

**Options :**

1. Kurt Lewin
2. Robert Brinkerhoff
3. Donald Kirkpatrick
4. Bird and Rackham
5. Jack Phillips

Answer : Donald Kirkpatrick

- Question No. 12

A decrease in the Cash Reserve Ratio (CRR) requirement by the RBI will result in which of the following?

**Options :**

1. Decrease liquidity in the economy
2. Decrease cash balance of banks
3. Increase credit availability in the economy
4. Decrease interest income of banks
5. All of the above

Answer : Increase credit availability in the economy

- Question No. 13

What do you call the situation where high inflation is accompanied by high unemployment?

**Options :**

1. Stagflation
2. Recession
3. Disinflation
4. Deflation
5. Hyper Inflation

Answer : Stagflation

- Question No. 14

The Basel Norms by Basel committee on Banking Supervision addresses which of the following risk(s)?

**Options :**

1. Market Risk
2. Systematic Risk
3. Bank Risk
4. Country Risk
5. Forex Risk

Answer : Bank Risk

- Question No. 15

Treasury Bills (T-bill) is a financial instrument. Which of the following best describes a T-Bill?

**Options :**

1. Short term security issued by corporate
2. Short term securities issued by Public sector banks
3. Short term Government securities issued by RBI
4. Short term securities issued and managed by Government
5. Securities issued by RBI for repo transactions

Answer : Short term Government securities issued by RBI

- Question No. 16

In an organisation, operational risk can arise from which of the following reason(s)?

**Options :**

1. Inadequate regulatory supervision
2. Stricter regulatory norms
3. Weak economic conditions

4. Inadequate internal control process
5. All of the above

Answer : Inadequate internal control process

- Question No. 17

Which of the following correctly describes the features of hypothecation?

**Options :**

1. In hypothecation only the value of the asset is transferred
2. In hypothecation, only possession of asset is transferred
3. In hypothecation, both the value and the possession of the asset is transferred
4. In hypothecation, neither the value nor the possession of the asset is transferred
5. In hypothecation, either value or possession of asset is transferred based on the terms of the contract

Answer : In hypothecation, neither the value nor the possession of the asset is transferred

- Question No. 18

As per the ________ leadership theory a dyadic relationship between leaders & followers is formed.

**Options :**

1. CRT Theory
2. LMX Theory
3. Vroom Model
4. Path Goal Theory
5. Management System Theory

Answer : LMX Theory

- Question No. 19

Which of the following leadership style is based on a system of rewards for contingent Performance?

**Options :**

1. Transformational
2. Laissez Faire
3. Transactional
4. Bureaucratic
5. Democratic

Answer : Transactional

- Question No. 20

Which of the following is the indicator of 'Low Morale' in team?

**Options :**

1. High Output
2. Low level of the motivation of some employee
3. High labor turnover
4. High level of motivation
5. All of the above

Answer : High labor turnover

- Question No. 21

Goods and Services Tax (GST) value-added tax levied on most goods and services used for domestic consumption . Which of the following item is exempted from GST in India?

**Options :**

1. Gold
2. courier services
3. Salt
4. Petroleum Products
5. Edible Oil

Answer : Petroleum Products

- Question No. 22

Which of the following is not a fund-based transaction?

**Options :**

1. Recurring Deposit
2. Fixed credit
3. Cash credit
4. Letter of credit
5. Current Account Deposit

Answer : Letter of credit

- Question No. 23

Which of the following characteristic differentiates a bond from an equity instrument?

**Options :**

1. Dilution of ownership
2. Dividend
3. Fixed income
4. Variable income
5. None of the above

Answer : Fixed income

- Question No. 24

Which of the following type of banks, act as government of India agent for financial inclusion in rural area?

**Options :**

1. Private Banks

2. Public Sector Banks
3. RRBs
4. Commercial banks
5. Cooperative Banks

Answer : RRBs

- Question No. 25

Which of the following assessment process assesses the employee's potential for future performance rather than the past one?

**Options :**

1. Performance appraisal
2. Psychological appraisal
3. Stress appraisal
4. Emotional appraisal
5. Self-appraisal

Answer : Psychological appraisal

- Question No. 26

A person's intellectual abilities like openness to experience, conscientiousness, agreeableness is termed as______

**Options :**

1. Intellectual Traits
2. Personality Traits
3. Manager traits
4. Leadership traits
5. Technical traits

Answer : Personality Traits

- Question No. 27

In banking sector, which of the following factors lead to market risk?

**Options :**

1. External factors
2. Internal factors
3. Business factors
4. Force majeure
5. People factors

Answer : External factors

- Question No. 28

What's the term for giving authority or responsibility to a group or people?

**Options :**

1. Delegation
2. Assignment
3. Management
4. Agency function
5. All of the above

Answer : Delegation

- Question No. 29

In September 2019 the RBI has reduced the risk weight requirement for consumer loans (except credit card receivables) from 125% to 100 %. The move will result into:

**Options :**

1. Less consumer credit
2. More consumer credit

3. Arresting NPA
4. More credit to MSME Sector
5. Less credit to MSME Sector

Answer : More consumer credit

- Question No. 30

Which leadership style in organizational management takes account of others' views, opinions and ideas?

**Options :**

1. Laissez-faire
2. People-oriented
3. Democratic
4. Autocratic
5. Community

Answer : Democratic

Direction:

There are many **roles** a manager has within an organization. Performing these roles is the basis of a manager's job. To be effective at these roles, a manager must be a complete businessperson by understanding the strategic, tactical and operational responsibilities he or she holds. While not always explicitly stated in a manager's job description, at any given moment a manager might have to be a coach, a strategic planner, a liaison, a cheerleader, a conflict manager, a realist, a problem solver, an organizer, an optimist, a trainer and a decision maker. These roles can change from day to day, but one thing is for sure: a manager must understand all of his or her roles and how to perform them effectively. This means that a manager must have a global understanding of all business functions, organizational goals, his or her level of accountability and the appropriate way to serve both internal and external clients of the organization.

**Henry Mintzberg** spent much of his career researching the managerial roles and behaviors of several chief executive officers, or CEOs. Mintzberg discovered that managers spent most of their time engaging in ten specific roles. He was able to then classify these roles into three categories, including interpersonal, informational and decisional roles.

- Question No. 31

Which managerial role is related to the function of Planning?

**Options :**

1. Resource Allocator
2. Entrepreneur
3. Disseminator
4. Leader
5. Liaison

Answer : Entrepreneur

Direction:

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- Question No. 32

Which of the following role of a manger is concerned with representing the organisation to the industry?

**Options :**

1. Figurehead
2. Leader
3. Spokesperson
4. Liaison
5. Entrepreneur

Answer : Figurehead

Direction:

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- Question No. 33

What managerial role is associated with sharing of information?

**Options :**

1. Monitor
2. Disseminator
3. Spokesperson
4. Liaison
5. Negotiator

Answer : Disseminator

Direction:

The written word often stands in place of the spoken word. People often say “it was good to hear from you” when they receive an e-mail or a letter, when in fact they didn’t hear the message, they read it. Still, if they know you well, they may mentally “hear” your voice in your written words. Writing a message to friends or colleagues can be as natural as talking to them. Yet when we are asked to write something, we often feel anxious and view writing as a more effortful, exacting process than talking would be.

Oral and written forms of communication are similar in many ways. They both rely on the basic communication process, which consists of eight essential elements: source, receiver, message, channel, receiver, feedback, environment, context, and interference. Another way in which oral and written forms of communication are similar is that they can be divided into verbal and nonverbal categories. The written word allows for a dynamic communication process between source and receiver, but is often asynchronous, meaning that it occurs at different times.

- Question No. 34

Which of the following is an advantage of written communication?

**Options :**

1. leads to quick response
2. Is less expensive
3. Can be used later as proof
4. Is more flexible approach to communicate message
5. All of the above

Answer : Can be used later as proof

Direction:

The written word often stands in place of the spoken word. People often say “it was good to hear from you” when they receive an e-mail or a letter, when in fact they didn’t hear the message, they read it. Still, if they know you well, they may mentally “hear” your voice in your written words. Writing a message to friends or colleagues can be as natural as talking to them. Yet when we are asked to write something, we often feel anxious and view writing as a more effortful, exacting process than talking would be.

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- Question No. 35

Which of the following is true about oral communication?

**Options :**

1. It adheres to hierarchy in organisation
2. It is less prone to distortion
3. It is less formal
4. It is not affected by the language of message
5. All of the above

Answer : It is less formal

Direction:

The written word often stands in place of the spoken word. People often say “it was good to hear from you” when they receive an e-mail or a letter, when in fact they didn’t hear the message, they read it. Still, if they know you well, they may mentally “hear” your voice in your written words. Writing a message to friends or colleagues can be as natural as talking to them. Yet when we are asked to write something, we often feel anxious and view writing as a more effortful, exacting process than talking would be.

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- Question No. 36

Oral communication is NOT a good choice when

**Options :**

1. the manager wants to boost the morale of the employees
2. a business matter requires quick resolution
3. the management wants to document information for future reference
4. manager needs to resolve a conflict and clear misunderstandings
5. None of the above

Answer : the management wants to document information for future reference

Direction:

Bill Reddin was a British professor and management behaviouralist, who developed some key theories relating to situational leadership styles and the managerial impact on organisational effectiveness. The culmination of his action-oriented work was his 3D Model of Leadership, which identified several different leadership styles and their effectiveness in any number of typical situations. The 3-D model has taken into the consideration the beliefs of the managerial grid and added one more dimension to it - Effectiveness. The effectiveness means to know what the result was when one used a particular leadership style in a particular situation. Thus, three-dimensional axes represent the “task-orientation”, “relationship orientation” and “effectiveness”.

As per the Model, when the leadership style meets the demands of the situation, then the leadership is said to be effective else ineffective. On the basis of this, there are four styles that a manager adopts – Related, Dedicated, Integrated and Separated.

The Related Manager is the one who likes to work with others and see an organization as a social system where everyone works together. He does not worry about the time and accepts others as they are and do not try to change them. The Dedicated Manager is the one who is task oriented and is only concerned with the production. He does not like to mix up with the subordinates and cannot work without power and responsibility. The Integrated Manager is the one who mixes up with the subordinates and facilitate two way communication. His major emphasis is on building a strong teamwork and effective communication network. The Separated Manager is the one who is engaged in correcting deviations. He is the person who formulates the rules and policies and imposes these on others.

- Question No. 37

As per the passage above, which type of leader enjoys team-based, cooperative working?

**Options :**

1. Related
2. Integrated
3. Dedicated
4. Separated
5. Any of the above depending on the situation

Answer : Related

Direction:

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- Question No. 38

As per the above passage, which type of leader emphasises on the effectiveness of communication and building a strong team?

**Options :**

1. Related
2. Integrated
3. Dedicated
4. Separated
5. Any of the above depending on the situation

Answer : Integrated

Direction:
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- Question No. 39

Reddins Model is based on the Managerial Grid. Managerial Grid was given by?

**Options :**

1. George Graen
2. Hersey and Blanchard
3. Rensis Likert
4. Blake & Mouton
5. Robert House

Answer : Blake & Mouton

Direction:

Corporate governance is a set of systems, processes and principles which ensure that a company is governed in the best interest of all stakeholders. It aims at promoting fairness, transparency and accountability in the functioning of the company and to have effective control over the functioning of the company. Effective corporate governance is essential if a business wants to set and meet its strategic goals. A corporate governance structure combines controls, policies and guidelines that drive the organization toward its objectives while also satisfying stakeholders' needs. A corporate governance structure is often a combination of various mechanisms.

The foremost sets of controls for a corporation come from its internal mechanisms. These controls monitor the progress and activities of the organization and take corrective actions when the business goes off track. Maintaining the corporation's larger internal control fabric, they serve the internal objectives of the corporation and its internal stakeholders, including employees, managers and owners. External control mechanisms are controlled by those outside an organization and serve the objectives of entities such as regulators, governments, trade unions and financial institutions.

- Question No. 40

Which of the following is related to external mechanism of corporate governance?

**Options :**

1. Company policy
2. Internal audit
3. Oversight of Management
4. Reporting to Industry body
5. All of the above

Answer : Reporting to Industry body

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- Question No. 41

Internal corporate governance mechanism can help to achieve which of the following objectives?

**Options :**

1. Improved employee performance
2. Prevent malpractices in industry
3. Avoid customer dissatisfaction
4. Legal compliance
5. Adequate debt management

Answer : Avoid customer dissatisfaction

Direction:

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- Question No. 42

Which of the following can be referred to as a secondary stakeholder in corporate governance?

**Options :**

1. Customers
2. Employee
3. Shareholders
4. Government bodies
5. Lenders

Answer : Government bodies

Direction:

The banking sector in India is dominated by public-sector banks (PSBs) with government being the majority stake holder in them. Over the years, the PSBs have been suffering with multiple problems of non-performing assets (NPAs), large over-dues; competition, performance, political pressures, etc. In March 2018, former RBI governor Urjit Patel, in a speech titled Banking Regulatory Powers Should Be Ownership Neutral, argued that though the RBI is the banking regulator, the powers to regulate PSBs are held by the government, leading to duality of control of PSBs which has made things lopsided when it comes to governance of Indian banks.

The PJ Nayak Committee report on governance in banks had also pointed out that the PSBs suffer from several constraints such as dual regulation, board constitution, difficulty in categorising any director as independent and growing differences with private banks in skills and salary levels. One of the recommendations of the committee was that the management and board-level appointments in PSBs should only comprise of senior bankers, with no government involvement in decision making.

Before that in 2006, it was decided that the RBI would define 'fit and proper' status of these directors. The PSBs were required to constitute a 'nomination committee' from among the board of directors. At that time, it had broadly listed three criteria: Educational qualification, experience and field of expertise, and track record and integrity. In 2016, RBI added more fields in line with changing times.

Recently in August 2019, updated this 'fit and proper criteria' adding the age factor and at least a graduate in education. Earlier, disqualification of directors was vague, but now it has been prescribed, clearly defining the individual disqualifications and professional restrictions. The tenure has also been fixed. The conditions related to the Nomination & Remuneration committee have also been enlisted in the revised criteria defined by RBI.

- Question No. 43

The RBI recently revised the 'Fit and Proper' criteria for Directors. This is applicable to which of the following?

**Options :**

1. PSU Banks
2. Cooperative banks
3. Private Banks
4. Small Finance Banks
5. All of the above

Answer : PSU Banks

Direction:

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- Question No. 44

As per the revised 'fit and proper criteria', what is the maximum tenure of a director of a bank as board member?

**Options :**

1. 3 years
2. 4 years
3. 5 years
4. 6 years
5. No limit

Answer : 6 years

Direction:

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- Question No. 45

What is the minimum number of non-executive directors in the Nomination and Remuneration Committee, as per the revised 'fit and proper criteria' guidelines issued by the RBI?

**Options :**

1. 2
2. 3
3. 4
4. 5
5. 6

Answer : 3

Direction:

The banking sector in India is dominated by public-sector banks (PSBs) with government being the majority stake holder in them. Over the years, the PSBs have been suffering with multiple problems of non-performing assets (NPAs), large over-dues; competition, performance, political pressures, etc. In March 2018, former RBI governor Urjit Patel, in a speech titled Banking Regulatory Powers Should Be Ownership Neutral, argued that though the RBI is the banking regulator, the powers to regulate PSBs are held by the government, leading to duality of control of PSBs which has made things lopsided when it comes to governance of Indian banks.

The PJ Nayak Committee report on governance in banks had also pointed out that the PSBs suffer from several constraints such as dual regulation, board constitution, difficulty in categorising any director as independent and growing differences with private banks in skills and salary levels. One of the recommendations of the committee was that the management and board-level appointments in PSBs should only comprise of senior bankers, with no government involvement in decision making.

Before that in 2006, it was decided that the RBI would define 'fit and proper' status of these directors. The PSBs were required to constitute a 'nomination committee' from among the board of directors. At that time, it had broadly listed three criteria: Educational qualification, experience and field of expertise, and track record and integrity. In 2016, RBI added more fields in line with changing times.

Recently in August 2019, updated this 'fit and proper criteria' adding the age factor and at least a graduate in education. Earlier, disqualification of directors was vague, but now it has been prescribed, clearly defining the individual disqualifications and professional restrictions. The tenure has also been fixed. The conditions related to the Nomination & Remuneration committee have also been enlisted in the revised criteria defined by RBI.

- Question No. 46

Which of the following was formed on the recommendation of the PJ Nayak Committee?

**Options :**

1. Insolvency and Bankruptcy Board of India (IBBI)
2. Bank Board Bureau (BBB)
3. Public Credit Registry (PCR)

4. Central Repository of Information on Large Credits (CRILC)
5. Differentiated banks

Answer : Bank Board Bureau (BBB)

Direction:

The economy of India had undergone significant policy shifts in the beginning of the 1990s. New Economic Policy of India was launched in the year 1991 under the leadership of P. V. Narasimha Rao. This policy opened the door of the India Economy for the global exposure for the first time. In this New Economic Policy P. V. Narasimha Rao government reduced the import duties, opened reserved sector for the private players, devalued the Indian currency to increase the export. The economic reforms aimed at rapid industrialization. For this, the abolition of industrial licensing, allowing foreign investment, encouragement to the private sector and coexistence of public sector and private sector were taken by the government.

The new economic policy of 1991 clearly indicated that PSUs had shown a very negative rate of return on capital employed. Inefficient PSUs had become and were continuing to be a drag on the Government's resources turning to be more of liabilities to the Government than being assets. Hence, the need for the Government to get rid of these units and to concentrate on core activities was identified. In this direction, the Government adopted the 'Disinvestment Policy'. Under this, the **number of industries reserved for public sector was reduced from 17 to 2.**

**As part of its disinvestment policy, the government** mainly plans to focus on consolidation of public sector undertakings and strategic disinvestment. The government has recently undertaken bank mergers of 3 banks in April 2019 and now of 10 banks in August 2019.

- Question No. 47

The Indian economy went through a significant policy change and introduced the New Economic Policy of 1991. The model of economic reforms adopted in this new economic policy is referred to as ______

**Options :**

1. Liberalisation, Privatisation, Globalisation
2. Globalisation, Privatisation, Industrialisation
3. Globalisation, Industrialisation, Disinvestment
4. Liberalisation, Industrialisation, Globalisation
5. Glocal Economy

Answer : Liberalisation, Privatisation, Globalisation

Direction:

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- Question No. 48

Which of the following industrial sectors are reserved for Public sector in India?

A. Atomic Energy

B. Railway operations

C. Hydro Power

D. Oil exploration

**Options :**

1. Only A
2. A and B
3. A and D
4. A and C
5. All of the above

Answer : A and B

Direction:

The economy of India had undergone significant policy shifts in the beginning of the 1990s. New Economic Policy of India was launched in the year 1991 under the leadership of P. V. Narasimha Rao. This policy opened the door of the India Economy for the global exposure for the first time. In this New Economic Policy P. V. Narasimha Rao government reduced the import duties, opened reserved sector for the private players, devalued the Indian currency to increase the export. The economic reforms aimed at rapid industrialization. For this, the abolition of industrial licensing, allowing foreign investment, encouragement to the private sector and coexistence of public sector and private sector were taken by the government.

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- Question No. 49

Which of the following banks were merged with Bank of Baroda in April 2019?

**Options :**

1. Dena Bank and Corporation Bank
2. Syndicate Bank and Vijaya Bank
3. Punjab & Sind Bank and Corporation Bank
4. Dena Bank and Vijaya Bank
5. Punjab & Sind Bank and Syndicate Bank

Answer : Dena Bank and Vijaya Bank

Direction:

Financial market deals about the raising of finance by various institutions through the issue of various securities. It is only with the help of capital market, long-term funds are raised by the companies. It provides opportunity for the public to invest their savings in attractive securities which provide a higher return. A well-developed capital market is capable of attracting funds even from foreign country through foreign investments. It**enables the country to achieve economic growth** as capital formation is promoted through the capital market. Thus, Capital market is the **barometer of the economy** by which one can study the economic conditions of the country and it enables the government to take suitable action.

The long-term funds or fixed capital are raised by companies by the issue of shares , debentures and bonds in the capital market. Apart from these instruments, derivatives like futures and options are also traded in the capital market to provide liquidity in the market.

- Question No. 50

The market in which new securities are issued is referred to as ________

**Options :**

1. Capital market
2. Money market
3. Primary market

4. Secondary market
5. First market

Answer : Primary market

Direction:

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- Question No. 51

Which of the following has the right to sell an asset at a predetermined price?

**Options :**

1. A put writer
2. A put buyer
3. A call writer
4. A call buyer
5. All of the above

Answer : A put buyer

Direction:

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- Question No. 52

Which of the following are the bonds that mature over a period of time?

**Options :**

1. Term Bond
2. Zero coupon Bond
3. Serial Bond
4. Perpetual Bond
5. Step-up Bond

Answer : Serial Bond

Direction:

In 2014, the Reserve Bank of India (RBI) announced a framework for developing "small finance banks," a new class of bank that would cater to low-income and underserved customers. In a country where more than 200 million people do not have a bank account and many more rely day-to-day on cash or informal financing, the RBI move signaled recognition that India's financial system needed to do more to promote financial inclusion.

India is the largest microfinance market in the world, and although microfinance in India is restricted to simple, unsophisticated loans, the sector has thrived, lending to hundreds of millions of unbanked citizens. The regulator's creation of small finance banks signified its recognition that overdependence on microfinance was not an adequate model for meaningful financial inclusion.

The RBI and the government had been trying for decades to expand credit. However, there was much less focus on easing payments and remittances, on expanding remunerative savings vehicles, or on providing easy-to-obtain insurance against crop failures. In the emerging financial inclusion paradigm, the government and the RBI are trying to expand inclusion by encouraging these other products, allowing credit to follow them rather than lead.

Nevertheless, of the 10 organizations approved in 2015 to become India's first small finance banks, eight were microfinance institutions. This suggests that the RBI recognized MFIs' role and capacity for delivering services to the unbanked and financially underserved, and saw their potential in helping build the foundation of a more inclusive financial system.

- Question No. 53

Which of the following is a universal bank which was previously a micro-finance institution (MFI)?

**Options :**

1. Bandhan Bank
2. Ujjivan Bank
3. Equitas Bank
4. Ujjivan Bank
5. ESAF Bank

Answer : Bandhan Bank

Direction:

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- Question No. 54

Which of the following does not come under the scope of Financial Inclusion Programme of government of India?

**Options :**

1. Jan Dhan Scheme
2. BC/BF Model
3. Relaxation of KYC norms
4. KCC Scheme
5. Demat Accounts

Answer : Demat Accounts

Direction:

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- Question No. 55

Which of the following acts as agents of Microfinance?

**Options :**

1. P2P groups
2. Insurance Companies
3. NBFCs
4. Self-Help Groups
5. Regional Rural Banks

Answer : Self-Help Groups

Direction:

Economic growth is the increase in the inflation-adjusted market value of the goods and services produced by an economy over time. Economists and statisticians use several methods to track economic growth. The most well-known and frequently tracked is the gross domestic product (GDP) . Although, GDP is the logical extension of measuring economic growth in terms of monetary expenditures, over time, however, some economists have highlighted limitations and biases in the GDP calculation. Another measure is the Gross National product (GNP). Economists use GNP mainly to learn about the total income of a country's residents within a given period and how the residents use their income. In India, the economic growth is tracked through nominal and real GDP growth. It is measured using three methods – output method, expenditure method and income method.

One of the avenues to ensure the country's economic growth is the budget. The government makes provisions to increase budgetary spending and promote savings. It aims to accelerate the country's economic growth. The government calibrates its budgetary policy depending on economic conditions. For example, if there is inflation, the government will come out with surplus policy. If there is deflation, the government will look at ways to improve people's spending power. This balancing act results in economic stability.

- Question No. 56

Which base year is followed for measurement of GDP in India?

**Options :**

1. 2001-02
2. 2004-05
3. 2009-10
4. 2011-12
5. 2015-16

Answer : 2011-12

Direction:

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- Question No. 57

The government undertakes various expenditures for the development of the country. Which of the following is NOT a form of development expenditure by the government?

**Options :**

1. Expenditure on Infrastructure
2. Expenditure on Education
3. Expenditure on Defence
4. Expenditure on Agriculture
5. None of the above

Answer : Expenditure on Defence

Direction:

Career planning is the process by which one selects career goals, bth short term and long term, and the path to these goals.

Career planning is the ongoing process where one explores his/her interests and abilities, strategically plans his/her career goals and creates future work success by designing learning and action plans to help him/her achieve the career goals.

Career planning encourages individuals to explore and gather information, which enables them to synthesize, gain competencies, make decisions, set goals and take action. The competencies can be conceptual, interpersonal and technical. It is a crucial phase of human resource development that helps the employees in making strategy for work-life balance.

Most managers believe employees must take responsibility for their career development : 98% say workers should continually update and improve their skills, 85% say they should identify job opportunities and career paths, and 80% say they should be responsible for building their job-hunting and career -planning skills.

- Question No. 58

Which of the following terms best describes the growth of an employee in an organisation?

**Options :**

1. Career Development
2. Career plan
3. Career Management
4. Career Path
5. Career Ladder

Answer : Career Path

Direction:

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- Question No. 59

The vertical progression of an individual in an organization to reach senior positions is termed as _________

**Options :**

1. Career Hierarchy
2. Career Ladders
3. Career Target
4. Succession Plans
5. Career Development

Answer : Career Ladders

Direction:

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- Question No. 60

Mentoring or coaching on issues related to an individual's career is known as ________

**Options :**

1. Career Planning
2. Career Path
3. Career Development
4. Career Counselling
5. Training and Development

Answer : Career Counselling

Direction:

The Fiscal Responsibility and Budget Management Act, 2003 (FRBM Act) is an Act of the Parliament of India to institutionalize financial discipline, reduce India's fiscal deficit, improve macroeconomic management and the overall management of the public funds by moving towards a balanced budget and strengthen fiscal prudence. The main objectives of the act were to introduce transparent fiscal management systems in the country, a more equitable and manageable distribution of the country's debts over the years and achieve fiscal stability for India in the long run.

In February 2016, a review committee was set up under the chairmanship of NK Singh to evaluate the FRBM Act, 2003 and to assess its functionality in the last 12 years. The key recommendations of the committee included a fiscal glide path over 2017-18 to 2022-23 wherein the Public debt to GDP ratio, fiscal deficit and revenue deficit are to be steadily brought down. The recommendations also included formation of Fiscal Council to advice the government, escape clause to accommodate counter cyclical issues, fiscal consolidation responsibility for states and congruence of fiscal and monetary policy.

Monitoring fiscal deficit has been the most important parameter in the budget. Fiscal deficit indicates the need for borrowing by the government, which is reflective of the economic growth. The size of the fiscal deficit – both in absolute terms and as a percentage of GDP - is important because it is a key determinant of interest rates in the economy since government borrowing sets the floor for all other interest rates; the higher the fiscal deficit, the higher the rate of interest government will have to pay on its borrowings, since it has to compete with other borrowers for the pool of public savings. The key to macro-economic stability, therefore, is to keep the fiscal deficit or government borrowing within prudent limits.

- Question No. 61

Fiscal deficit less interest payments gives which of the following deficits?

**Options :**

1. Budget Deficit
2. Revenue Deficit
3. Effective Revenue Deficit
4. Primary Deficit
5. Effective Fiscal Deficit

Answer : Primary Deficit

Direction:

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- Question No. 62

Which of the following means fiscal consolidation by the government?

**Options :**

1. Increased borrowings
2. Increased interest rates on borrowings
3. Reduced tax rates
4. Reduced government expenditure
5. All of the above

Answer : Reduced government expenditure

Direction:

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- Question No. 63

Which of the following is not a method of deficit financing?

**Options :**

1. Borrowing from RBI
2. Issue of new currency
3. Issue of G-secs
4. Running down cash balance of government with RBI

5. Increasing tax rates

Answer : Increasing tax rates

Direction:

Most managers believe in the redemptive power of incentives. An **incentive** is a contingent motivator. Traditionally **incentives** refer to extrinsic motivators which reward actions to yield a desired outcome . Certainly, majority of companies use some sort of incentive program intended to motivate employees by tying compensation to one index of performance or another. But more striking is the rarely examined belief that people will do a better job if they have been promised some sort of incentive. This assumption and the practices associated with it are pervasive, but a growing collection of evidence supports an opposing view. According to numerous studies, rewards typically undermine the very processes they are intended to enhance.

Do rewards work? The answer depends on what we mean by "work." Research suggests that, by and large, rewards succeed at securing one thing only: temporary compliance. When it comes to producing lasting change in attitudes and behavior, however, rewards, like punishment, are strikingly ineffective. Once the rewards run out, people revert to their old behaviors. Researchers have found slight or even negative correlations between pay, annual bonuses and performance.

On the other hand, companies should focus on building morale. Morale is a way of describing how people feel about their jobs, employers and companies, and those feelings are tied to the behaviors and attitudes that employees exhibit in the workplace. When employees have good morale , they feel committed to their employers, loyal to their jobs and motivated to be productive.

- Question No. 64

Which of the following will increase employee's morale in a company?

**Options :**

1. Effective communication in the organisation
2. Higher incentives for seniors
3. Changing goals of organisation
4. Bonus for top performers

5. All of the above

Answer : Effective communication in the organisation

Direction:

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- Question No. 65

Which of the following is **NOT** a difference between morale and motivation?

**Options :**

1. Morale determines the willingness of employees to co-operate while motivation revolves around needs & incentives of employees
2. Morale focuses on work environment while motivation focuses on individual performance
3. Morale is secondary to motivation in an organization
4. While morale is an individual concept, motivation is more of a group concept

5. Higher motivation often leads to higher morale of employees,

Answer : While morale is an individual concept, motivation is more of a group concept