

INSTITUTE OF ADMINISTRATIVE SCIENCES

Sample Questions for admission test for MS-HRM

Please note that the following questions are sample of the type of questions that will be asked under each section. The total number of questions under each section will vary.

Section I: Analytical Writing Assessment

- i. Maximum time allowed for Section I is **30 minutes**.
- ii. This section assesses your ability to think critically about a topic of general interest and to clearly express your thoughts about it in writing.
- iii. Be sure to read the issue and the instructions that follow the issue statement.
- iv. Think about the issue from several points of view, considering the complexity of ideas associated with those views.
- v. Then, make notes about the position you want to develop and list the main reasons and examples you could use to support that position.

The rising trend of foreign immigrants poses an economic and social threat to the host country and places strain on its infrastructure and services available. Contrary to this, is the evidence based belief that international migrants can positively affect the host countries economy. Critically develop an argument as to how should this escalating issue be addressed and suggest relevant strategies to be adopted by various state and non -state actors to efficiently manage the influx of immigrants.

Write a response in which you discuss which view more closely aligns with your own position and explain your reasoning for the position you take. In developing and supporting your position, you should address both of the views presented.

Section II: MCQs

- Please give answers on a separate answer sheet provided with this section.
- These questions comprise of MCQs, therefore cutting, erasing or overwriting is not allowed.
- Please make sure that you choose only one of the given options.
- You are to fill the appropriation box in the answer/bubble sheet. If, for example, choice C is your answer then fill it as given below:

A	B	C	D
---	---	---	---

Questions start from here – please remember to give answers on the separate answer sheet provided with this section.

Quantitative Reasoning

1. If $x + 3y = 7$ and $2x + y = 5$ then x/y is?

- A. $8/9$
- B. $1/2$
- C. $1/3$
- D. $2/5$

2. If the area of rectangle is 12, then its perimeter is

- A. 8
- B. Cannot be determined from the given information
- C. 12
- D. 7

Verbal Reasoning

Questions 1 to 4 are based on this passage.

During the 1920s, most advocates of scientific management, Frederick Taylor's method for maximizing workers' productivity by rigorously routinizing their jobs, opposed the five-day workweek. Although scientific managers conceded that reducing hours might provide an incentive to workers, in practice they more often used pay differentials to encourage higher productivity. Those reformers who wished to embrace both scientific management and reduced hours had to make a largely negative case, portraying the latter as an antidote to the rigors of the former.

In contrast to the scientific managers, **Henry Ford claimed that shorter hours led to greater productivity and profits.** *However, few employers matched either Ford's vision or his specific interest in mass marketing a product—automobiles—that required leisure for its use, and few unions succeeded in securing shorter hours through bargaining.* At its 1928 convention, the American Federation of Labor (AFL) boasted of approximately 165,000 members working five-day, 40-hour weeks. But although this

represented an increase of about 75,000 since 1926, about 70 percent of the total came from five extremely well-organized building trades' unions.

1. The passage is primarily concerned with discussing which of the following?

- A. The relative merits of two points of view regarding a controversy
- B. The potential benefits to workers in the 1920s of a change in employers' policies
- C. The reasons for a labor-management disagreement during the 1920s
- D. The status of a contested labor issue during the 1920s

2. It can be inferred that the author of the passage mentions "automobiles" (bold lines) primarily to suggest that

- A. Ford's business produced greater profits than did businesses requiring a workweek longer than five days
- B. Ford, unlike most other employers, encouraged his employees to use the products they produced
- C. Ford may have advocated shorter hours because of the particular nature of his business
- D. unions were more likely to negotiate for shorter hours in some businesses than in others

3. It can be inferred that the author of the passage would probably agree with which of the following claims about the boast referred to *italicized* lines?

- A. It is based on a mistaken estimation of the number of AFL workers who were allowed to work a five-day, 40-hour week in 1928.
- B. It could create a mistaken impression regarding the number of unions obtaining a five-day, 40-hour week during the 1920s.
- C. It exaggerates the extent of the increase between 1926 and 1928 in AFL members working a five-day, 40-hour week.
- D. It overestimates the bargaining prowess of the AFL building trades' unions during the 1920s.

4. According to the passage, the "reformers" (underlined lines) claimed that

- A. neither scientific management nor reduced hours would result in an improvement in the working conditions of most workers
- B. the impact that the routinization of work had on workers could be mitigated by a reduction in the length of their workweek
- C. there was an inherent tension between the principles of scientific management and a commitment to reduced workweeks
- D. scientific managers were more likely than other managers to use pay differentials to encourage higher productivity

5. Researchers have observed chimpanzees feigning injury in order to influence other members of the group, thus showing that the capacity to _____ is not uniquely human.

- A. Cooperate
- B. Instruct
- C. Conspire
- D. Dissemble

Research Methodology

1. What is a research design?

- A. A way of conducting research that is not grounded in theory
- B. A framework for every stage of the collection and analysis of data
- C. The choice between using qualitative or quantitative methods
- D. The style in which you present your research findings, e.g. a graph

2. A simple random sample is one in which:

- A. From a random starting point, every nth unit from the sampling frame is selected
- B. A non-probability strategy is used, making the results difficult to generalize
- C. The researcher has a certain quota of respondents to fill for various social groups
- D. Every unit of the population has an equal chance of being selected

Section III: HRM MCQs

- Please give answers on a separate answer sheet provided with this section.
- These questions comprise of MCQs, therefore cutting, erasing or overwriting is not allowed.
- Please make sure that you choose only one of the given options.
- You are to fill the appropriation box in the answer/bubble sheet. If, for example, choice C is your answer then fill it as given below:

A	B	C	D
---	---	---	---

Questions start from here – please remember to give answers on the separate answer sheet provided with this section.

1) Which individual in an organization is responsible for accomplishing the organization's goals by planning, organizing, staffing, leading, and controlling personnel?

- A) marketer
- B) entrepreneur
- C) generalist
- D) manager

2) Human resource management is best defined as the process of _____.

- A) controlling and orienting new employees
- B) organizing and scheduling work activities for teams
- C) acquiring, training, appraising, and compensating employees
- D) outsourcing and offshoring clerical jobs to foreign countries