IBPS SPECIALIST OFFICERS (HR)

REASONING

1. How many such pairs of letters are there in the word MEDICAL each of which has as many letters between them in the word as in the English alphabet?
   1)None   2) One   3) Two   4) Three
   5) More than three

2. In a certain code MAIN is written as IMNA and GOAL is written as AGLO. How is DUSK written in that code?
   1)SDKU   2)SUKD   3)UKDS   4)USKD   5) None

3. Four of the following five are alike in a certain way and so form a group. Which is the one that does not belong to that group?
   1) Green   2) Yellow   3) Grey   4) Red   5) Blue

4. If it is possible to form a three-digit number which is the perfect square of a two-digit odd number with the third, fifth and the eigth digits of the number 532784691, which of the following will be the second digit of that two-digit odd number? If more than one such number can be formed, give @ as the answer and if no such number can be formed, give © as the answer.
   1) 1   2) 7   3) 9   4) @   5) ©

5. Four of the following five are alike in a certain way and so form a group. Which is the one that does not belong to that group?
   1) 12   2) 24   3) 42   4) 18   5) 32

6. How many such letters are there in the word CATEGORY each of which is as far away from the beginning of the word as when they are arranged in alphabetical order?
   1)None   2)One   3)Two   4) Three
   5) More than three

7. In acertain code MISTAKEN is written as SRHLOFLB. How is GROUNDED written-in that code?
   1)CDCMTNQF   2)TNQFCDCM   3) EFEOTNQF   4)TNQFEFEO   5) None

8. The position of the first and the fifth digits in the number 89123647 are interchanged. Similarly/the positions of the second and the sixth digits are interchanged, and so on: Which of the following will be the fourth digit from the right end after the rearrangement?
   1) 9   2) 1   3)8   4)2   5)None

9. If 'tree' means 'mountain'; 'mountain' means 'water'; 'water' means 'jungle'; 'jungle' means 'bus'; 'bus' means 'truck'; and 'truck' means 'house'; then where do the fish live?
   1) water   2) jungle   3) mountain   4) bus   5) truck

10. In a certain code language 'nik kn pa' means 'who are you'; 'ka na ta da' means 'you may come here'; and 'ho Ha sa' means 'come and go';'what does 'nik' mean in that code language?
    1) who   2) are   3) who or are   4) Data inadequate 5) None

11. How many meaningful English words can be formed with the letters LESA using each letter only once in each word?
    1) None   2) One   3) Two   4) Three
    5) More than three

12. Pointing to a boy, Neha said 'He is the son of my grandfather's only child.' How is Neha related to that boy?
    1) Sister   2) Cousin   3) Aunt   4) Cannot be determined   5) None

13. Four of the following five are alike in a certain way and so form a group: Which is the one that does not belong to that'group?
    1)Iron   2) Aluminium   3)Copper   4) Steel   5) Porcelain

14. What should come next in the following letter sequence?
    A A B A B C A B C D A B C D E A B C D E F A B C D E F G A B C D E F G
    1)A   2)1   3)H   4)B   5) None

15. In a certain code BEND is written as 5%7@ and DREAM is written as @2%48. How is MADE written in that code?

    1) 84@%   2) 8@4%   3) 85@%   4) 84%5   5) None

Directions (16-18): These questions are based on the following information.

(i) 'P x Q' means 'P is brother of Q'.

(ii) 'P ÷ Q' means 'Q is mother of P'

(iii) 'P-Q' means 'P is father of Q'

(iv) 'P + Q' means' 'Q is sister of P'.

16. Which of the following means 'M is the daughter of T'?

    1)M + N ÷ J - T   2)T-JxR + M   3)M-JxT÷K   4) M + W x R ÷ T   5) None

17. How is K related to R in the expression: R ÷ T + K?

    l)Daughter   2)Sister   3)Niece   4) Cannot be determined   5) None

18. Which of the following means D is the grandfather of W?

    l)D-K*T-W   2)D÷KxT÷W   3)D-KxT÷W   4) D ÷ K x T - W   5) None

Directions (19-21): Following questions are based on the five three-digit numbers given below:

517 ? 394 823 976   465

19. If the position of the first and the second digits in each of the above numbers are interchanged, which of, the following will be the third digit of the highest number?

    1) 7   2) 4   3) 3   4)6   5) 5

20. What is the difference between the middle digits of the highest and the lowest of the above five numbers?

    1) 2   2) 3   3) 4   4)5   5) None

21. If the positions of the first and the third digits in each of the above five numbers are interchanged, which of the following will be the middle digit of the second lowest number?

    1) 1   2) 2   3) 7   4)9   5)6

Directions (22-25): Read the following information carefully and answer the questions given below:

    P, Q, R, S, T, V and W are sitting around a circle facing the centre. R is-third to the right of V, who is second to the right of P. T is second to the left of Q, who is.second to the left of W. V is sitting between S and W.

22. Who is on the immediate left of R?

    1)Q   2)T   3) P   4) Data inadequate 5) None

23. Who is third to the left of T?

    1) P   2) S   3) V   4)W   5) None

24. Who is silting between T and V?

    1) None   2)R   3)S   4) Data inadequate 5) None

25. Who is sitting between R and W?

    l)OnlyQ   2) Only P   3)OnlyPT   4) Data inadequate 5) None

Directions (26-31): Study the following arrangement carefully and answer the questions given below:

B 5 R 1 @ E K 4 F 7 © D A M 2 P 3 % 9 H I W 8 * 6 U J $ V Q #

26. Which of the following is the seventh to the left of the seventeenth from the left end of the above arrangement? ?

    1)7   2)W   3)*   4)4   5) None

27. Which of the following is exactly in the middle between D and U in the above arrangement?

    1)%   2) H   3)9   4)3   5) None

28. Four of the following five are alike in a certain way based on their position in the above arrangement and so form a group. Which is the one that does not belong to that group?

    1) PM3   2)KFE   3)6J*   4)15@   5) 7D4

29. How many such symbols are there in the above arrangement each of which is immediately preceded by a number but not immediately followed by a consonant?

    l) None   2) One   3) Two   4) Three

    5) More than three

30. How many such consonants are there in the above arrangement each of which is immediately followed by another consonant but not immediately preceded by a symbol?

    1) None   2) One   3) Two   4) Three   5) More than three .

31. How many such vowels are there in the above arrangement each of which is either immediately preceded by a consonant or immediately followed-by a number or both?
    1) None　　2) One　　3) Two　　4) Three　　5) Four

Directions (32-37): In each of the questions below are given four statements (a), (b), (c) and (d) followed by two conclusions numbered I and II. You have to take the given statements to be true even if they seem to be at variance with commonly known facts. Read all the conclusions and then decide which of the given conclusions logically follows from the given statements disregarding commonly known facts.

Give answer 1): if only Conclusion I follows.
Give answer 2): if only Conclusion II follows.
Give answer 3): if either Conclusion I or II follows.
Give answer 4): if neither Conclusion I nor II follows.
Give answer 5): if both Conclusions I and II follow.

32. **Statements:**
    a. Some shops are markets.　　**b.** Some markets are huts.
    c. Some huts are rooms.　　**d.** Some rooms are buildings.
    Conclusions:
    I. Some buildings are huts.　　**II.** Some rooms are markets.

33. **Statements:**
    a. All cakes are breads.　　**b.** Some breads are fruits.
    c. Some fruits are biscuits.　　**d.** All biscuits are snacks.
    Conclusions:
    I. Some snacks are fruits.　　**II.** Some cakes are fruits.

34. **Statements:**
    a. All beads are rings.　　**b.** All poles are rings.
    c. All rings are bangles.　　**d.** All glasses are bangles.
    Conclusions:
    I. Some bangles are beads.　　**II.** Some rings are poles.

35. **Statements:**
    a. All vegetables are plants.　　**b.** No plant is flower.
    c. Some flowers are jungles.　　**d.** All jungles are trees.
    Conclusions:
    I. Some trees are plants.　　**II.** No plant is tree.

36. **Statements:**
    a. Some knives are hammers.　　**b.** All hammers are poles.
    c. All poles are sticks.　　**d.** Some sticks are pencils.
    Conclusions:
    I. Some hammers are pencils.　　**II.** Some sticks are knives.

37. **Statements:**
    a. All books are pens.　　**b.** Some pens are desks.
    c. Some desks are chairs.　　**d.** Some chairs are tables.
    Conclusions:
    I. Some tables are desks.　　**II.** Some chairs are pens.

Directions (38-44): In each question below is given a group of letters followed by four combinations of digits/ symbols numbered (1), (2), (3) and (4). You have to find out which of the combinations correctly represents the group of letters based on the following digit/symbol code of each letter and the conditions that follow and mark the number of I that combination as your answer. If none of the combinations correctly represents the group of letters, give (5), ie 'None', as your answer.

Letter:	P	M	E	K	R	A	T	W	I	J	U	B	F	H	N
Digit/Symbol:	5	6	#	2	$	8	%	1	©	7	@	9	3	4	*

Conditions:
(i) If both the first and the last letters in the group are vowels, both are to be coded as the code for the last letter.
(ii) If both the first and the last letters in the group are consonants, both are to be coded as the code for the first letter.
(iii) If the first letter in the group is a consonant and the last letter is a vowel codes for the first and the last letters are to be interchanged.

38. TMWEIKB
    1)%61#©2%　　2)%6l#©29　　3) 961#©29　　4) 961#©2%　　5) None

39. AHNRMUF
    1) 84*$6@8　　2) 34*$6@3　　3) 84*$6@3　　4) 34*$6@8　　5) None

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40. BNAWJPI
   1) 9*8175© 2) ©*18759 3) *8I75© 4) ©*81759 5) None
41. EPMNJKA
   1) #56*728 2) 856*728 3)#56*72& 4) 85672*8 5) None
42. JBRWIAH
   1)79$1©84 2)49$1©84 3)49$1©87 4)791$8©7 5) None
43. ITUHKRP
   1) ©%@42$5 2) ©%@42$© 3) 5%@42$5 4) 5%@42$© 5) None
44. NKBUFHI
   1)*29@34© 2) *29@34* 3) ©23@94* 4) ©29@34* 5) None

Directions(45-50): In each of the questions given below which one of the five answer figures on the right should come after the problem figures on the left, if the sequence were continued

Problem Figures   **Answer Figures**
                                    1)   2)   3)   4)   5)

45.

46.

47.

48.

49.

50.

ENGLISH LANGUAGE

Directions (51-65): Read the following passage carefully and answer the questions given below it Certain words are given in **bold** to help you locate them while answering some of the questions.

Though the last twenty-five years have seen China dazzle the world with its excellent economic performance it has shied away from playing the kind of active role in international affairs that would seem commensurate with its economic weight. This is because traditionally China's politics have been defined by the need for economic development above all else. In the past China's authorities have tended to downplay the country's international clout, choosing to stress instead its developing country status and limited military capabilities. Such modest rhetoric was intended to **allay** the fears that China's rise was causing across its immediate neighbourhood. That Beijing is finally acknowledging its status as a major player in the international system is evidenced by the fact that the President has formally developed a theory of international relations; the concept of harmonious world. The concept, **encompassing** broad notions of multilateralism, prosperity for all through common development and tolerance for diversity has left world opinion perplexed. These are **commendable** objectives but the theory is short on specifics regarding the means to achieve them.

China's recent willingness to be a more active player internationally stems from complex factors. The country's economic strength—having acquired the largest foreign exchange reserves in the world — is undeniable and reports favour it to be the largest economy in the next quarter of a century. For **sustained** double-digit economic growth China thus has no choice but to become more active internationally. Moreover, as a major proportion of the oil and other .natural resources that China needs to feed its growing economy is imported Beijing

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has to aggressively woo the countries rich in energy resources, which also represent emerging markets for Chinese products. To ensure a stable security environment within the region and thus facilitate economic growth China played an active role in facilitating negotiations with North Korea. Destabilization of a **potential** flashpoint like the Korean peninsula would lead to a flood of refugees crossing the border, interrupting careful plans of economic rejuvenation of China's North-East. China's growing influence has caused a shift in the geopolitical status quo and its influence is beginning to replace that of the United States and European powers in Africa. China's new diplomacy though has had its share of critics who have expressed their unease at China's military modernisation programme and its willingness to deal with regimes widely condemned as corrupt and oppressive. Despite this when Africa was in need of aid and infrastructure or the US needed help in negotiating with Korea they turned to China. By taking a lead in a variety of international and regional forums, initiating bilateral and military exchanges, and dispensing aid and technical assistance in parts of the world where traditional powers are cautious to tread, China has signalled that its days of sitting on the sidelines, content to let others shape world affairs, are emphatically over.

51. Why has China traditionally been a passive spectator in global affairs?
    1) To safeguard its oil resources   2) To maintain security in its vicinity
    3) To conceal its economic predicament 4) To focus on domestic economic growth
    5) Economic dominance of the US

52. Which of the following best describes China's current international status?
    1) Cause of insecurity among developing nations
    2) Largest economy in the world
    3) Largest donor of aid to developing countries
    4) Pioneer of implementing a "harmonious world" philosophy   5) None

53. What has been the fallout of China's increased participation in world affairs?
    1) International scrutiny of its economic policies
    2) Growth of corruption among politicians
    3) Its influence and prestige have grown substantially.
    4) Its growth rate'has stabilised.   5) None

54. On which of the following factors is China's economic growth dependent?
    (A) Increased supply of oil and other natural resources to developed countries
    (B) Success of harmonious world policy
    (C) Political stability in Africa
    1) Only (C)   2) Only (A)   3) Both (A) & (B)   4) All (A),(B)&(C)   5) None

55. Which of the following is TRUE in the context of the passage?
    1) China's current political standing internationally is disproportionate to its financial strength.
    2) China is a reluctant participant in military dialogues.
    3) The harmonious world theory is the only utilitarian remedy to the current challenges facing the world.
    4) The US has recognised and acknowledged China's growing international reputation.
    5) China has stopped dealing with corrupt countries because of international pressure.

56. The main purpose behind Beijing's intervention in North Korea is to
    1) ensure that the US acknowledges China's growing military influence
    2) prevent any hindrances to its domestic economic development programmes
    3) protect its financial investment in neighbouring countries
    4) provide humanitarian assistance to one of its strongest allies Korea   5) None

57. Which of the following **CANNOT** be said about China's international relations theory?
    1) The theory is ambiguous in nature.
    2) The theory reflects China's realisation that it occupies a vital place in global affairs.
    3) It promotes the concept of common development for all nations.
    4) It is a theory which explains China's sustained growth rate.
    5) It emphasises achieving prosperity through univerSal development.

58. Which of the following is **NOT** a step taken by China to cement its role as a world leader?
    (A) Providing aid to countries when other nations are unwilling to do so
    (B) Curtailing its military modernisation programme to reassure neighbouring countries
    (C) Negotiating bilateral treaties only with countries with good human rights records
    1) Only (A)   2)Both(A)&(B)   3)Both(B)&(C)   4) Only (B)   5) None

59. Which of the following is an outcome of Beijing's role in Africa?
    1) America's influence in the region has reduced.
    2) Instability in the region.
    3) The amount of aid from Europe and other countries has doubled.
    4) The balance of power in Africa has shifted in favour of Europe over the US.   5) None

60. Which of the following is/are responsible for China's active international participation?
    (A) Rapid economic growth as a result of selling its surplus foreign exchange reserves
    (B) The need to explore and expand to new markets.
    (C) The need to modernise its armed forces.
    1) Only (A)   2) Both(A)&(B)   3) Only (B)   4) Both(B)&(C)   5) None

Directions (61-63): Choose the word which is **most similar** in meaning to the word printed in **bold** as used in the passage.

61. **sustained**
   1) sporadic   2) confirmed   3) steady   4) supported   5) encouraging
62. **potential**
   1) promise   2) talent   3) opportunity   4) capable   5) possible
63. **encompassing**
   1) surrounding   2) incorporating   3) enveloping   4) accepting   5) dealing

Directions (64-65): Choose the word which is **most opposite** in meaning to the word printed in **bold** as used in the passage.

64. **commendable**
   l) valuable   2) unreliable   3) undeserved   4) unworthy   5) deficient
65. **allay**
   1) strengthen   2) alleviate   3) grow   4) expedite   5) discourage

Directions (66-75): Which of the phrases 1), 2), 3) and 4) given below should replace the phrase given in bold in the following sentence to make the sentence grammatically correct? If the sentence is correct as it is and 'No correction is required', mark 5) as the answer.   -

66. The executive had received several warnings **before been suspended** finally for his lack of punctuality.
   1) after suspension   2) after suspending
   3) before suspended   4) before being suspended
   5) No correction required

67. **Accordingly to** the senior partner's instructions they have remitted the amount to your bankers.
   1) According on   2) On accord of
   3) In accordance with   4) Accordingly as   5) No correction required

68. The museum-**has planned of** a ten day exhibition showcasing the rich culture of the South.
   1) plan for   2) has been planning   3) planning on   4) have a plan
   5) No correction required

69. Since the collapse of his business he has become **frequent depressed and addicted to** alcohol.
   1) frequent depression and addicted for
   2) frequently depress and addict to
   3) frequently depressing and addicted on
   4) frequently depressed arid addicted to   5) No correction required

70. The government will refrain from intervening **in the dispute except** the company requests it to do so.
   1) with the dispute except   2) in the dispute unless
   3) to the dispute excepting   4) in the dispute-without
   5) No correction required

71. The issue of employee pensipn'schemes **will come to** the Governing Board meeting next week.
   1) shall come about in   2) will come before
   3) will come up at   4) shall come to   5) No correction required

72. The steep rise in oil prices is **the reason on account of which** we must conserve energy.
   1) the reason   2) the reason for   3) the reason because
   4) the reason to   5) No correction required

73. Several customers have requested that the branch timings on weekdays **should be changed** to reduce inconvenience.
   1) is changed   2) have changed   3) shall change   4) can change
   5) No correction required

74. Having failed to plan their political campaign in advance the party members **got each other** into a mess.
   1) get one another   2) got themselves
   3) have got anyone   4) has got everyone   5) No correction required

75. Despite his youth he has the reputation of being one **of the most efficient** administrators in the organisation.
   1) from the efficient   2) off the more efficient
   3) of the efficient in   4) among the most efficiently of
   5) No correction required

Directions (76-80): Read each sentence to find out whether there is any grammatical error in it,The error if any, will be in one part of the sentence. The number of that part is the answer. If there is no error, mark 5). (Ignore errors of punctuation, if any.)

76. Villagers want to build/a bridge crossed the river/to connect their village/to the highway. No error
       (1)   (2)   (3)   (4)   (5)
77. He has invited one/of his biggest business rivals/to his office/to discuss the merger./No error
       (1)   (2)   (3)   (4)   (5)
78. To avoid any interruption/during the presentation/he checked all the system/the previous day./No error
       (1)   (2)   (3)   (4)   (5)

79. It is the government/responsibility to provide/athletes with the necessary facilities/for their
       (1)   (2)   (3)   (4)
training./No error
        (5)

80. The management is/not willing to/make no concession/to the employee's demands./No error
     (1)   (2)   (3)   (4)   (5)

Directions (81-85): In each of the following sentences there are two blank spaces. Below each sentence, there are five pairs of words denoted by numbers 1), 2),3), 4) and 5). Find out which pair of words can be filled up in the blanks in the sentence in the same sequence to make the sentence meaningfully complete.

81. With the merger, the newly formed company has come to_the country's____into a modern economy.
1) lead - acceptance   2)exemplify-transforrnation
3) promote - development   4) reflect - transfer 5) stall - exchange

82. __governance does not encourage respect for authority and_the condition of the exploited.
1) Frail - enhance   2) Lack - recognises
3) Inadequate - heeds   4) Weak - accentuates
5) Effectual - alleviate

83. Although businesses are less ____ than they were before liberalization some parts of. the economy remain____to restrictions.
1) fettered - subject   2) shunned - accessible
3) ignored - vulnerable   4) restrict - expose   5) defunct - resistant

84. Today the city_free housing and hospitals and clean streets has become the_of the entire country.
1) offers-example   2) known-pride
3) with - envy   4) providing - challenge   5) supplies-dream

85. Since its launch, the computer programme has__for two-thirds of all software sales
1) allowed-legally   2) plans;-globally
3) provided-finally   4) competed-demand
5) accounted - domestically

Directions (86-90): Rearrange the following six sentences (A), (B), (C), (B),(E) and (F) in the proper sequence to form a meaningful paragraph; then answer the questions given below them.

(A) To address these issues Indian corporates are increasingly turning eco-friendiy.
(B) At present, however, there are only a dozen green buildings in the private sector.
(C) However, though an eco-friendiy building may cost more upfront, it is costLeffective because of lower operating costs in the long run.
(D) Today there is growing concern about global warming, energy and water crises.
(E) The reason is the construction cost of an eco-friendiy building is 15% to 20% more than putting up a conventional building.
(F) Planting trees, using energy-saving lighting systems and constructing eco-friendly green buildings are some of the measures they are taking.

86. Which of the following will be the **FIRST** sentence after rearrangement?
1)A   2)B   3)C   4)D   5)E

87. Which of the following will be the **SECOND** sentence after rearrangement?
1) A   2) C   3) D   4)E   5) F

88. Which of the following will be the **THIRD** sentence after rearrangement?
1) B   2) D   3) C   4) E   5) F

89. Which of the following will be the **FIFTH** sentence after rearrangement?
1)C   2) D   3) E   4) F   5) A

90. Which of the following will be the **SIXTH (LAST)** sentence after rearrangement?
1) B   2)C   3)D   4)E   5)F

Directions (91-100): In the following passage, there are blanks, each of which has been numbered. These numbers are printed below the passage and against each, five words are suggested, one of which fits the blank appropriately. Find out the appropriate word in each case.

Mass migration has produced a huge worldwide economy of its own which has **(91)** so fast during the past few years that the figures have **(92)** experts. Last year remittances sent home by migrants were expected to **(93)** $232 billion according to the World Bank which **(94)** these figures. **(95)** though the flow of remittances is to alleviate the plight of the migrant's family it cannot on its own lift entire nations out of poverty. Those who study the **(96)** of remittances argue that the money allows poor countries to put off basic decisions of economic management like **(97)** their tax collection systems and building schools. Remittances to poor countries can also **(98)** the fact that they do hot produce much at home. The challenge is now to find programmes that **(99)** the benefits of remitted cash while **(100)** some of its downside.

91. 1) accelerated   2) grew   3) expand   4) increase   5) escalating
92. 1) strike   2) encouraged   3) astonished   4) convinced   5) disturb

93.	1) rise	2) represent	3) project	4)exceed	5)recover
94.	1)record	2) tracks	3)estimate	4) report	5) surveys
95.	1)Detrimental	2)Minor	3)Profuse	4) Benefited	5) Vital
96.	1) circumstance	2) profit	3) impact	4) status	5) quality
97.	1) declaring	2) established	3) measuring	4) reforming	5) govern
98.	1)mask	2) hid	3) review	4) display	5) supported
99.	1) launch	2) predict	3) optimum	4) appreciate	5) maximize
100.	1) augmenting	2) avoiding	3) suspend	4) protects	5) detracting

QUANTITATIVE APTITUDE

Directions (101-105) : What will come in place of question mark (?) in the following questions ?

101. $(0.7)^3 \div (0.343) = (0.7)^? \div (0.49)^3$
   1)3   2)6   3)7   4)4   5) None

102. $1575 \div 21 \div 5 = \sqrt{?} \times 6$
   1)6.25   2) $\sqrt{2.5}$ 3)62.5   4)2.5   5) None

103. $5.6 \times 12.5 \div 0.5 + 15.5 = ? + 49.5$
   1) 106   2) 110   3) 120   4)156   5) None

104. $(\sqrt{?} - 1)^2 = 8 - \sqrt{28}$
   1)6   2)4   3)9   4)7   5) None

105. $325 \times 26\%$ of $450 \div 3 - 745.5 = ?$
   1)542   2)522   3) 632   4) 612   5) None

Directions (106-110) : What, approximate value will come in place of question mark (?) in the following questions? (you are not expected to. calculate the exact value)

106. $2\frac{2}{7} \times \frac{4}{5} \div 1\frac{1}{29} + 4\frac{1}{7} = ?$
   1)2   2)4   3)12   4)15   5) 7

107. $(14.98)^2 - (3.99)^3 + (8.01)^3 = ?$
   1) 675   2)600   3)700   4)580   5)540

108. 35.01% of $999 + 19.99\%$ of $601 = ?$
   1)580   2) 470   3) 400   4) 540   5) None

109. $8999.94 - 3001.01 - 999.09 = ? - 4999.91$.
   1)9000   2)9500   3) 10000   4)10500   5) 9700

110. $1401 \div 29.98 \times 9.96 - 100.01 = ?$
   1)460   2) 550   3)365   4)-250   5)200

Directions (111-115) : What will come in place of question mark (?) in the following number series?

111. 18   96   161   213   252   (?)
   1)264   2)278   3)265   4)291   5) None

112. 7 13 24 40 61 (?)
   1)87   2)92   3)89   4) 93   5) None

113. 8   12   39 55   180 (?)
   1)216   2)238   3)240   4)206   5) None

114. 3   7   19 39   67   (?)
   1) 107   2)113   3) 109   4)103   5) None

115. 759   423 255   171   129   (?)
   1)118   2) 107   3) 98   4)92   5) None

Directions (116-120): In the following questions two equations numbers I and II are given. You have to solve both the equations and . ....

Give answer if
1) x>y
2) x≥y
3) x<y
4) x≤y
5) x = y of the relationship cannot be established

116. I. $x^2 - \sqrt{(1296)^{1/2}} = 58$

    II. $(y)^{7/3} \times (y)^{2/3} - 262 = 250$

117. I. $2x + 3y = 19$ II. $7x - 4y = 23$

118. I. $x^2 + 12 = 7x$ II. $y^2 + 30 = 11y$

119. I. $\sqrt{16} + \sqrt{x+18} = \sqrt{121}$ II. $y^2 - 640 = 321$

120. I. $x^2 - \dfrac{(11)^{5/2}}{\sqrt{x}} = 0$ II. $\dfrac{18}{\sqrt{y}} - \sqrt{y} = \dfrac{7}{y}$

121. A man sold an item forRs. 6,750 at a loss of 25%. What will be the selling price of same item if he sells it at a profit of 15%.
    1)Rs. 10,850   2) Rs. 9,950   3) Rs. 10,350   4) Rs. 11,340   5) None

122. The sum of the circumference of a circle and the perimeter of a rectangle is 132 cms. The area of the rectangle is 112 sq. cms. and breadth of the rectangle is 8 cms. What is the area of the circle?
    1) 616 sq. cm   2) 540 sq. cm   3) 306 sq. cm   4)Cannnot be determined 5) None

123. The cost of 5 kgs of apple is equal to the cost of 12 kgs of rice. The cost of 3 kgs of flour is equal to one kg of rice. The cost of one kg of flour is Rs. 17.50. What is the total of 3 kgs of apple, 2 kgs of rice and 4 kgs of flour together?
    1) Rs. 543   2)Rs. 257   3) Rs. 563   4) Rs. 553   5) None .

124. Thirty five percent of 740 is 34 more than a number. What is two fifth of the number?
    1)45   2)90   3) 180   4) 120   5) None

125. The ratio between the angles of a quadrilateral is 6:3 : 4 : 5. The smallest angle of a triangle is one-fourth the largest angle of the quadrilateral. Largest angle of the triangle is 10° more than second largest angle of the triangle. What is the second largest angle of the triangle?
    1) 80°   2) 60°   3) 70°   4) Cannot be determined 5) None

126. A train covered a distance of 1235 kms. in 19 hours. Also, the average speed of a car is four-fifth the average speed of the train. How much distance will the car cover in 22 hours?
    1) 1234 kms   2) 1144 kms   3)1134kms   4) 1244 kms   5) None

127. The ratio between the present ages of Meera and Priya is 3 : 4 respectively. Ten years ago the ratio between their ages was 4: 7 respectively. What will be Meera's age after 5 years?
    1) 18 years   2) 24 years   3) 23 years   4) 29 years   5) None

128. The average marks of nine students in a group is 63. Three of them scored 78, 69 and 48 marks. What are the average marks of remaining six students?
    1)63.5   2)64   3) 63   4)62.5   5) None

129. A bag contains 7 red balls, 4 green balls and 5 yellow balls. What is the probability that 3 balls drawn at random are either green or yellow?
    1) $\dfrac{1}{140}$ 2) $\dfrac{1}{60}$ 3) $\dfrac{3}{280}$ 4) $\dfrac{3}{40}$ 5) None

130. Six boys or four men can complete apiece of work in 24 days. In how many days will 3 days and 10 men together cemplete the same piece of work?
    1)6   2)8   3)12   4) Cannot be determined   5) None

Directions (131-135): Study the following table carefully and answer the questions given below.

Number of working days of various companies over the years

Companies → Years ↓	A	B	C	D	E
2000	298	296	322	323	301
2001	310	300	323	322	298
2002	310	311	312	310	308
2003	311	310	311	312	310
2004	299	309	311	325	322
2005	298	310	310	313	321

131. What is the average number of working days of the various given companies in the year 2001?
    1) 312   2) $312\dfrac{1}{5}$ 3) $312\dfrac{4}{5}$ 4) $310\dfrac{3}{5}$ 5) None

132. Which company has the maximum number of working days over the years?
    1)B   2) A   3)D   4)C   5)E

133. Which of the following statements is true?
 1) Company E has the maximum number of working days in the year 2004 as compared to the other companies.
 2) The average number of working days of Company B over the given years is 306.
 3) The ratio of the non-working days of Company A to the non-working days of Company E in the year 2002 is 55:58.
 4) The difference between the number of working days of Company B and that of Company D in the year 2004 is 18.
 5) The ratio of the number of working days of Company A to the number of working days of Company C in the year 2002 is.77 :78.

134. What is the approximate difference between the average number of working days of Company C and the average number of working days of Company E?
 1)5   2) 10   3)8   4) 12   5)2

135. What is the ratio of the non-working days of Company B to that of Company E in the year 2005?
 1)4:5   2)5:7   3)7:5   4)55:57   5)None

Directions (136-140) : Study the following Pie-chart and in table given beside carefully to answer these questions.

Percentagewise Distribution of lecturers in six different subject in a university

Total number of Lecturesrs : 1600

Ratio between male and female lecturers in the university
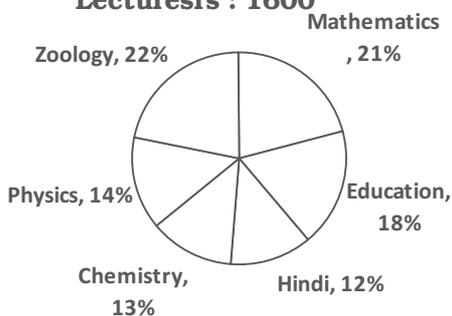
Lecturers	Male	Female
Mathematics	3	4
Education	5	3
Hindi	1	3
Chemistry	1	5
Physics	9	7
Zoology	7	9

136. Total number of lecturers (both male and female) in Hindi is approximately what percent of the total number of female lecturers in Mathematics and Chemistry together?
 1)58   2)43   3)47   4)51   5)40

137. What is the difference between the total number of lecturers (both male and female) in Zoology and the total number of male lecturers in Chemistry and Education together?
 1)192   2)182   3)146   4)136   5) None

138. What is the difference between the number of female lecturers in Zoology and the number of male lecturers in Hindi?
 1) 156   2) 160   3)150   4)153   5) None

139. What is the, total number of male lecturers in the university?
 1) 696   2) 702   3) 712   4) 668   5) None

140. What is the respective ratio between the number of female features in Physics and the number of male lecturers in Mathematics?
 1) 5:9   2) 2:9   3) 3:7   4) 5:3   5) None

Directions (141-145): Study the following graph and answer the questions that follow.

Number orNatlonal and International flights (in hundreds) cancelled in six different years
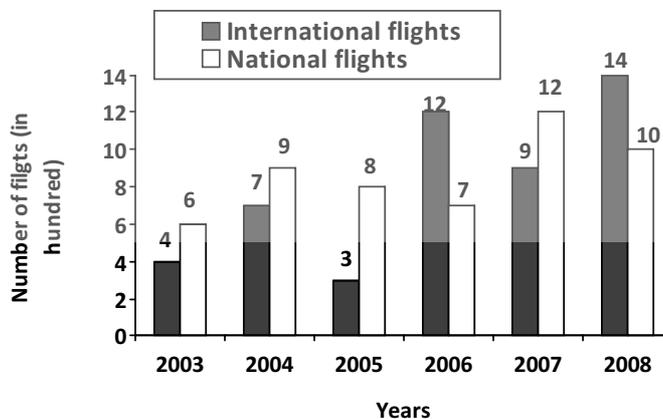
141. What is the approximate average number of national, flights cancelled over all the years?
 1) 780   2)867   3) 898   4) 824   5) 765

142. Total number of international flights cancelled in the years 2000 and 2007 together is approximately. What percentage of international flights cancelled in the years 2003,2004 and 2008 together?
1) 81   2) 85   3)96   4) 91   5)99

143. What is difference between that total number of national flights and the total number of international flights cancelled over all the years?
1) 500   2)250   3)700   4)450   5) None

144. In which year is the total number of flights (both National and International) cancelled of the second.
1) 2003   2)2004   3) 2006   4)2007   5) None

145. What is the respective ratio between the number of international flights cancelled in the year 2007 and the total number of national flights cancelled in the year 2004 and 2005 together?
1)9: 17   2)9:8   3)16:9   4)3:1   5) None

Directions (146-150): Study the following information carefully to answer the questions thatfollow:

In a tournament, a total number of 400 players have participated in five different sports, viz, badminton, hockey, lawn tennis, cricket and baseball. 15 percent of the total players have participated in badminton [1] Two fifth of the total players have participated in hockey. 6 percent of the total players have participated in lawn tennis, 25 percent of the total players have participated in cricket. Remaining players have participated in baseball. One-fourth of the hockey players are females. 20 percent of badminton players are male. "Half the players who Have participated in Lawn tennis are males. There are 45 female cricket players. No female player has participated in baseball.

146. Number of female players participating in badminton is approximately what percentage of the number of players participating in baseball?
1) 72   2)75   3)80   4)95   5)86

147. What is the difference between the number of male players participating in hockey and the number of female players participating in lawn tennis?
1) 92   2)98   3)102   4)108   5) None

148. If due to certain reason cricket game was dropped and all the cricket players left the tournament, then what would be the total number of male players in the tournament?
1) 200   2)210   3) 190   4)220   5) None

149. What is the respective ratio between the number of male players .participating in badminton and the number of female players participating in hockey?
1) 3:11   2)3:10   3)6: 11   4)11 :6   5) None

150. What is the total number of females players participating in the tournament?
1) 130   2) 120   3)145   4)155   5) None

HUMAN RESOURCE

151. What is the meaning of the acronym HRM?
1) Human Relations Management.
2) Humane Resource Management.
3) Humanistic Resource Management.
4) Human Resource Management.   5) Other than those given as options

152. Which of the following is not a reason for downsizing?
1) To reduce product development time.   2) To save labour costs.
3) To speed up decision making.   4) To be more responsive to customers.
5) To increase employee morale.

153. What is meant by the acronym CIPD?
1) Chartered Institute of People and Development.
2) Chartered Institute of Personnel and Development.
3) Chartered Institute of Performance Development.
4) Chartered Institute of Personnel Directors.
5) Other than those given as options

154. What does Boxall mean by the acqnym HCA?

    1. Human Capital Assessment.   2. Human Capital Allowance.
    3. Human Capital Advantage.   4. Human Capital Analysis.
    5. Human Capital Appraisal

155. What does Boxall mean by the acronym OPA?
    1. Organisational Process Advantage.
    2. Organisational Process Appraisal.   3. Organisational Process Assessment.
    4. Organisational Procedure Advantage.
    5. Organisational Process Analysis.

156. What is meant by RPO?
    1. Recruitment Procedure Outsourcing.
    2. Recruitment Process Outsourcing.
    3. Recruitment Process Output.
    4. Retirement Process Outsourcing.
    5) Other than those given as options

157. Since which period have management theorists and practitioners been concerned with emotions in organisations?
    1. 1930s.   2. 1950s.
    3. 1920s.   4. 1940s.   5) Other than those given as options

158. Which of the following refer to a 'tight' labour market? Select all that apply.
    1. High turnover of staff.
    2. More creative recruitment.
    3. Firms offer additional incentives and benefits.
    4. Firms have difficulty finding staff.
    5. Firms find it easy finding staff.

159. 'Best practice' employee selection is usually associated with which model?
    1. The psychiatric model.   2. The psychometric model.
    3. The physiological model.   4. The psychological model.
    5) Other than those given as options

160. What is meant by WERS?
    1. Worker Employer Relations Survey.
    2. Workplace Employment Relations Survey.
    3. Workplace Employment Relations Statistics.
    4. Worker Employee Relations Survey.
    5) Other than those given as options

161. Which of the following are cognitive characteristics? Select all that apply.
    1. Personality traits.   2. Academic achievements.
    3. Knowledge.   4. Intellectual processes.
    5. Motivation.

162. What is meant by the acronym VET?
    1. Vocational Expertise and Training.
    2. Voluntary Education and Training.
    3. Vocational Education and Training.
    4. Vocational Experience and Training.
    5) Other than those given as options

163. What percentage of employers in England have skills-shortage vacancies?
    1. 0.7%.   2. 7%.
    3. 17%.   4. 77%.   5) Other than those given as options

164. Which of the following problems may result due to skill gaps? Select all that apply.

1. Poor customer service.   2. Increased business.
3. Delays developing new products. 4. Quality issues.
5) Other than those given as options

165. What is meant by the acronym VPS?
    1. Variable Pay Systems.   2. Valuable Pay System.
    3. Voluntary Pay System.   4. Valuable Pay Scheme.
    5) Other than those given as options

166. What is meant by the acronym PRP?
    1. Performance Related Pay.
    2. Performance Registered Pay.
    3. Process Related Pay.
    4. Performance Recommended Pay. 5) Other than those given as options

167. What is meant by the acronym PBR?
    1. Payment By Results.   2. Payment By Revision.
    3. Payment By Review.   4. Payment By Reward.
    5) Other than those given as options

168. Which of the following is not one of the main reasons for major changes in performance appraisal in recent years?
    1. Knowledge management initiatives.
    2. Changes in payment systems.
    3. Government legislation.
    4. Total quality management.
    5. Team working initiatives.

169. Which of the following statement are correct? Select all that apply.
    1. Performance appraisal is not used in the public sector.
    2. Performance appraisal now includes previously untouched organisations and occupational groups.
    3. Performance appraisal has become more widespread.
    4. Performance appraisal is diminishing in importance.
    5) Other than those given as options

170. Which of the following is not a type of performance appraisal?
    1. 45 degree appraisal.   2. Customer appraisals.
    3. Appraisal of managers.   4. Team based appraisal.
    5) Other than those given as options

171. What is the main reason UK employees give for joining unions?
    1. Because I believe in trade unions.
    2. Free legal advice.
    3. Most people at work are members.
    4. Improved pay and conditions.
    5. Support if I had a problem at work.

172. What percentage of UK workplaces are effectively union free?
    1. Around one third.   2. Around one half.
    3. Around two thirds.   4. Around three quarters.
    5) Other than those given as options

173. Which parties are generally considered to be the main actors in the employment relationship? Select all that apply.
    1. Academics.   2. Unions.
    3. Employees.   4. The state.   5. Managers.

174. Which of the following is not a reason why line managers are used in HRM?
    1. Because they occupy a key role in terms of the people management aspects of

the general management job.

   2. Because most line managers are trained in HRM practices.

   3. Because they are closest to customers and employees.

   4. To free HR specialists to form policies and procedures.

   5) Other than those given as options

175. Which of the following are typically referred to as 'line managers'?

   1. Those working in finance.

   2. Those who work in 'general management' roles, rather than a specific functional area.

   3. Those working in sales.

   4. Those working in marketing.

   5) Other than those given as options

176. What is meant by the acronym PMA?

   1. Performance Management Allowance.

   2. Performance Management Appraisal.

   3. Performance Management Activity.

   4. Performance Management Assessment.

   5) Other than those given as options

177. Which of the following statements is false?

   1. Culture can be viewed as a social construction and as an implicit feature of social life.

   2. Culture is central to understanding control and resistance in society, organisations, and social groups.

   3. Culture as a concept derives from the fields of organisational and industrial psychology.

   4. Culture is not a well-defined concept.

   5) Other than those given as options

178. Which sociologist focused upon the rationalisation of Western society?

   1. Durkheim.   2. Marx.

   3. Comte.   4. Weber.   5) Other than those given as options

179. Which of the following concepts have been proposed to constitute aspects of organisational culture? Select all that apply.

   1. Beliefs.   2. Behaviours.

   3. Ways of solving problems.   4. Shared values.

   5. A by-product of an organisation.

180. What is meant by the term MNC?

   1. Multi National Career.   2. Multi National Corporation.

   3. Multi National Co-operation.   4. Multi National Committee.

   5) Other than those given as options

181. What is meant by the term TNC?

   1. Trans National Co-operation.   2. Trans National Career.

   3. Trans National Corporation.   4. Trans National Consortium.

   5. Trans National Committee.

182. What is meant by the acronym EEC?

   1. European Employer Community

   2. European Economic Community

   3. European Employment Company

   4. European Employee Community

   5) Other than those given as options

183. What is meant by the acronym FDI?

1. Foreign Direct Indicator
2. Foreign Direct Index
3. Foreign Direct Investment
4. Foreign Developmental Investment.
5) Other than those given as options

184. What is meant by the term LME?
1. Liberal-Market Economy.
2. Labour market Economy.
3. Left Market Economy.
4. Low Market Economy.
5) Other than those given as options

185. What is meant by the term CME?
1. Collapsed Market Economy.
2. Closed Market Economy.
3. Collaborative Market Economy.
4. Common Market Economy.
5) Other than those given as options

186. What percentage of the workforce were teleworkers in 2005?
1. 8%.
2. 1%.
3. 22%.
4. 15%.
5) Other than those given as options

187. What proportion of people were self-employed in 2005?
1. 13%.
2. 23%.
3. 33%.
4. 1%.
5) Other than those given as options

188. What percentage of women of working age were in employment in 2005?
1. 20%.
2. 90%.
3. 40%.
4. 70%.
5) Other than those given as options

189. When did diversity research begin to emerge in the management literature?
1. Late 1980s.
2. Late 1960s.
3. Late 1990s.
4. Late 1970s.
5) Other than those given as options

190. Which of the following trends are expected to affect the EU workforce over the next 30 years?
1. The workforce is becoming on average older.
2. To become more dominated by women.
3. Migration of workers from new EU states.
4. To have more workers working part-time.
5. The workforce is expected on average to become younger.

191. Why might generous Work Life Balance policies not be used? Select all that apply.
1. Lack of supportiveness of managers.
2. Working time expectations.
3. Supportiveness of colleagues.
4. Perceived career consequences.
5. Flexible workers are perceived to have greater employee commitment.

192. When were maternity rights introduced in the UK?
1. 2000.
2. 1960.
3. 1975.
4. 1990.
5) Other than those given as options

193. Maslow and Hertzberg were part of which school of thought?
1. Human needs school.
2. Human relations school.
3. Human resource school.
4. Humane school.
5) Other than those given as options

194. Which of the following aspects is not recognised as Emotional Intelligence?
1. A lack of self motivations.
2. Knowing one's emotions.
3. The effective and 'proper' management of emotions.
4. Controlling one's emotions.
5. Recognising emotions in others.

195. In which countries are socio-technical ideas often associated?
    1. Scandinavia.   2. Germany.   3. Ireland.   4. France.   5. Belgium.
196. Which of the following were concerns from the 1950s and onwards?
    1. Job rotation.   2. Job enlargement.
    3. Knowledge management.   4. Job enrichment.
    5. Employee motivation and satisfaction.
197. Which of the following statements is true?
    1. Research into workplace bullying grew out of Scandinavian studies into schoolyard bullying in the 1950s.
    2. Research into workplace bullying grew out of US studies into bullying in the military in the 1950s.
    3. Research into workplace bullying grew out of Scandinavian studies into schoolyard bullying in the 1970s.
    4. Research into workplace bullying grew out of US studies into bullying in the military in the 1970s.
    5) Other than those given as options
198. The term 'mobbing' is often used to refer to bullying in which region?
    1. Eastern Europe.   2. Latin America.
    3. Asia.   4. Scandinavia.   5) Other than those given as options
199. Which of the following organisational factors have been associated with workplace bullying?
    1. Positive social environment.   2. Leadership style.
    3. Poor job design. 4. Role conflict.
    5. Competitive workplaces.
200. Which of the following statements are true?
    1. Bullying may have legal costs.
    2. A single approach is likely to solve workplace bullying problems.
    3. Bullying may have financial costs.
    4. Bullying may have reputational costs.
    5. Bullying may have emotional costs.

IBPS SPECIALIST OFFICERS (HR)- KEY

1.5	2.1	3.3	4.2	5.5	6.2	7.4	8.3	9.3	10.3	11.3	12.1	13.5	14.3	15.1
16.2	17.5	18.1	19.2	20.1	21.4	22.2	23.4	24.3	25.5	26.1	27.3	28.5	29.4	30.1
31.3	32.4	33.1	34.5	35.3	36.2	37.4	38.1	39.3	40.4	41.2	42.5	43.1	44.4	45.2
46.5	47.4	48.2	49.1	50.4	51.4	52.4	53.3	54.5	55.4	56.2	57.4	58.3	59.1	60.3
61.3	62.5	63.2	64.4	65.1	66 4	67.3	68.2	69.4	70.2	71.3	72.1	73.5	74.2	75.5
76.2	77.5	78.3	79.1	80.3	81.2	82.4	83.1	84.3	85.5	86.4	87.1	88.5	89.3	90.2
91.1	92.3	93.4	94.2	95.5	96.3	97.4	98.1	99.5	100.2	101.5	102.1	103.1	104.4	105.2
106.5	107.1	108.2	109.3	110.3	111.2	112.1	113.1	114.4	115.5	116.5	117.1	118.3	119.3	120.5
121.3	122.1	123.4	124.2	125.3	126.2	127.3	128.5	129.1	130.2	131.3	132.3	133.2	134.1	135.5
136.4	137.3	138.3	139.1	140.1	141.2	142.4	143.1	144.5	145.1	146.5	147.4	148.5	149.2	150.3
151.2	152.5	153.2	154.3	155.1	156.2	157.1	158.3	159.2	160.2	161.3	162.3	163.2	164.1	165.1
166.1	167.1	168.3	169.3	170.1	171.5	172.2	173.2	174.2	175.2	176.2	177.3	178.4	179.3	180.2
181.3	182.2	183.3	184.1	185.3	186.1	187.1	188.4	189.1	190.1	191.2	192.3	193.2	194.5	195.1
196.1	197.3	198.4	199.3	200.5										