

TATA INSTITUTE OF SOCIAL SCIENCES

M.A. HUMAN RESOURCES MANAGEMENT AND LABOUR RELATIONS

January 20, 2008

Bird's Eye View

PART I

Total Number of Questions : 50
Total Time : 60 minutes
Number of Options : 4
Number of Sections : Three
Sectional Break-up :

S No.	Section	No. of Questions	Difficulty Level
1	Analytical Reasoning and Quantitative Ability	20	Easy
2	Verbal Reasoning	20	Easy to Moderate
3	Awareness about Contemporary Social Issues	10	Moderate
Total		50	50

Overall Difficulty : Easy to Moderate

PART II

Total Number of Questions : 50
Total Time : 60 minutes
Number of Options : 4
Topicwise Break-up : There were no sections in this part.

S No.	Topic	No. of Questions	Difficulty Level
1	Business Knowledge	30	Moderate
2	Case	5	Easy
3	Quantitative Ability	15	Easy
Total		50	50

Overall Difficulty : Easy

We are please to present you the detailed analysis of TATA INSTITUTE OF SOCIAL SCIENCES (TISS) ADMISSION TEST held on 20th January 2008. As declared, the test was completely objective type conducted in two parts. Part I had three sections viz, *Analytical Reasoning & Quantitative Ability, Verbal Reasoning and Awareness about Contemporary Social Issues*. Part II had questions on *Business Knowledge, Analytical Ability and Quantitative Ability*. Each part comprised of 50 questions and the time given for each part was 60 minutes.

The questions from Mathematics and DI were very easy and the time allotted was sufficient to answer all the questions. Most of the questions from GK were from business management and economics with a few questions from history and geography. There was no negative marking. Detailed analysis of the test is as follows

PART I

Section I - Analytical Reasoning and Quantitative Ability

The section contained 20 questions on Mathematics. The questions were easy and direct and based on the topics like percentage, ratio, average etc. The breakup of questions is given as follows in the coming page

Area	No. of Questions	Difficulty level
Ratio, average, percentage	7	Easy
Series, 2 D	2	Easy
Set theory, Probability	3	Easy
Number systems, Indices, Series	5	Easy
Pie Chart	3	Easy
Total	20	

Some of the questions that we could recall from this section are

- Q. A fair coin is flipped 3 times. What is the probability that the coin lands with a 'Head' each time. – $1/8, 1/2, 0, 7/8$
- Q. If w is divisible by 2, 6, 8 and 48, which of the following is also divisible by these numbers? – $w+8, w+20, w+36, w+48$
- Q. A farmer wishes to build a fence around a rectangular field. The field is 100 feet long and 60 feet wide. The fence will be of stone on one long side and of wire on the other 3 sides. Stone costs Rs. 50 a foot and wire costs Rs. 20 a foot. How much will the fence cost? – Rs. 8600, Rs. 7800, Rs. 9400, Rs. 7600
- Q. In January the value of a stock increased by 25%, and in February it decreased by 20 percent. How did the value of the stock at the end of February compare with its value at the beginning of January? – It was less, It was the same, It was 5% greater, It was greater by more than 5%
- Q. A bus covers 100 km in the first 2 hours; 64 km in the next hour and 72 km in the next two hours. What is the average speed of the bus during the whole journey? – 25.6 km/hr, 32.8 km/hr, 40.7 km/hr, 47.2 km/hr
- Q. If the average of 5, 6, 7 and w is 10, then what is w ? – 8, 13, 18, 22

DIRECTIONS: Out of 90 students in a Science college, students chose Physics, Chemistry and Mathematics as follows: 15 chose Math only, 12 chose Chemistry only, 8 chose Physics only, 45 chose Physics and Math, 20 chose Physics and Chemistry and 65 chose Physics in total. Answer the Questions.

- Q. How many students chose all 3 subjects? – 8, 11, 15, 6
- Q. How many total students chose Math? – 55, 62, 50, 60

Section II- Verbal Reasoning

There were total 20 questions on RC and VA were there in this section. The questions were easy to moderate. There were two RC passages with 6 questions in total. VA comprised questions on Fill in the blanks, Parajumbling, Meaning of the phrases etc. The breakup of questions is given in adjacent table

We have recalled some of the questions, which are as follows.

Select the most appropriate answer:

- Q. While baking a cake on Sunday, I out of sugar and asked my daughter to get some. – run, need, ran, fell
- Q. India lost the match the brilliant innings by Azharuddin.– with, despite, through, by
- Q. Many cunicular animals are nocturnal in nature. These animals are – burrow dwelling animals, furry animals, tailed animals, winged animals
- Q. Mohan’s friends were certain that he was no dipsomaniac, even though he was often to be found at cocktail parties. The word ‘dipsomania’ means – a compulsion to drink excessive alcohol, a compulsion to steal, an incessant, uncontrollable and intense sexual desire, a delusion of grandeur, power, importance
- Q. Every magician hopes to be able to perform in front of a credulous audience. A ‘credulous audience’ means – an audience that believes what it hears, an audience that can be easily tricked and fooled, an audience that is inexperienced and trusting, an audience that is frank and fearless

Area	No. of Questions	Difficulty level
FIB	2	Easy
Analogy	4	Easy
Parajumble	2	Easy
Phrases	2	Easy
Vocab based	4	Moderate
RC	6	Easy to moderate
Total	20	Easy

Read the following passage and answer:

“There is a funny story that anthropologists tell to demonstrate how many different ways the same things can be named and classified, depending on the culture doing the naming. A group of anthropologists were giving a sort of IQ test to an aboriginal group. The purpose of the test (and there really is such a test) is to see how someone will group a collection of twenty different objects drawn from four classes: food, tools, cooking utensils and clothes. The test predicts that the more intelligent individual will, say, group knives and forks under “cooking utensils” and apples and oranges under ‘foods’. the aborigines consistently chose the “less intelligent” classification, however, grouping knives with oranges rather than with forks, chanting. “This is how a wise man would do this”.

- Q. What is the passage about? – anthropology, culture and IQ testing, classifications, naming
- Q. Which of the following would be an “intelligent” and “wise” classification according to the aboriginal group? – potatoes and knives, apples and oranges, forks and axes, shirts and skirts
- Q. What can we infer from this story about human intelligence? – intelligence is innate, intelligence is culturally defined, intelligence is hereditary, intelligence can be measured

On an average, students could attempt 25 questions.

Section III - Awareness about Contemporary Social Issue

In this section there were total 10 questions related to Awareness about Contemporary Social Issue. The questions were of moderate difficulty level. An attempt of 6-7 questions will be decent in this section. We have recalled some of the questions which are as follows.

Select the most appropriate answer:

- Q. Domestic violence against women is – Something that happens in poor and deprived families, common across all classes in society, natural because men are physically more powerful, a result of women not obeying their menfolk
- Q. Poverty in India can be seen to be caused by – excessive population growth in the country, lack of literacy and education among people, lack of access to modern technology, structural factors such as social and economic inequalities
- Q. Reservation for women in Panchayati Raj institutions is – 25%, 30%, 50%, 33%
- Q. Globalisation and opening of the market economy is – widening the gap between the rich and the poor, providing opportunities for everyone to better their standard of living, making India a powerful country, ensuring that Indian goods find a huge market in the world.
- Q. Free education of the girl child – is an important step towards improving the statues of women, will lead to better performance by girls in schools, deprives boys from lower socio economic groups from accessing education, is introduced for political gains
- Q. The Dandi Salt March began at – The Wardha Ashram, Surat, Baroda, The Sabarmati Ashram
- Q. Oceans cover the following % of the earth’s surface? – 51, 71, 61, 81

Expected Cut off - 36+

PART II Business Knowledge

Total 30 questions on Business Awareness were asked. The questions were moderate level of difficulty. An attempt of 18+ questions will be decent for these questions. We have recalled some of the questions, which are as follows

- Q. Who said the 'Authority is not to be conceived of apart from responsibility' – Fayol, Gilbreth, Taylor, Mayo
- Q. Which of the following is the first function of management? – direction, forecasting, control, planning
- 19. KAIZEN is related to – Quality Improvement, Performance Improvement, Continuous Improvement, Production Improvement
- 20. Maslow is associated with – need hierarchy, scientific management, group theory, administration
- 21. The book 'HR Value Proposition' is authored by – Michael Porter, Peter F. Drucker, J. Pfeffer, Dave Ulrich
- 22. The concept of 'Balanced Score Card' was given by – Peter Ward, Norton and Kaplan, Waterman, Pfeffer and Sutton
- 23. If your job includes working with outsiders and keeping your organization informed regarding external environment developments, you are – Systems Manager, Research Analyst, Resource Developer, Boundary Spanner
- 24. Who amongst the following is not a behavioural scientist – Frederick Herzberg, Rensis Likert, Adam Smith, Douglas McGregor
- 25. Which of the following is not an example of a receiver of external communications from the Finance Manager of a business? – Managing Director, Bank Manager, Supplier, Shareholder
- 26. Which of the following is not a kind of 'wage structure' as per the criteria established by the Government of India? – minimum wage, living wage, fair wage, good wage
- 27. IBM India has restructured its organizations to enable employees who have contact with customers to be more involved in the decision making process. This change is aimed at improving organizational efficiency. IBM is trying to – achieve a competitive advantage through people, apply scientific principles, engaged in top down decision-making, achieve circular reasoning.
- 28. A Manager, who flies in, makes a lot of noise, makes many demands and then leaves is called – Strident Manager, Seagull Manager, Assmaggot, Boorish Manager
- 29. The concept of Employee Stock Ownership Plan (ESOP) was developed by – Norton Kaplan, Louis Kelso, Michael Porter, Jeffrey Pfeffer
- 30. Which of the following certification is related to organisational health and safety – ISO 9000, ISO 9001, ISO 14000, ISO 18000

Case

There was one case which was based on the culture in a firm named Marricon & Associates and the office administrator Ms. Sheridan. There were total 5 questions on this case.

Quantitative Ability

There were total 15 questions again on QA in this part. The questions were on Clocks, Percentages, Ratio and Proportion, Numbers, Linear and Quadratic Equations, Permutation and Combination etc. Three questions were based on a bar graph. The questions on bar graph were easy.

Expected Cut-offs 32+