



UGC NET Paper-1 - Previous Years Question Papers

In any UGC NET exam, you will find large number of questions appearing from previous papers. So whatever sources/books/websites/coaching you are preparing from, going through previous papers is a MUST.

So, how to make best use of these question papers? Start solving papers one by one. While solving each question, try to understand the “entire concept” not just the given “question”. For example, if question is:

Brain storming as a method can be used for:

(A) Out-of-box thinking (B) Coherent thinking (C) Generate new ideas in the area of interest (D) Critical thinking

Now do not just look for the Answer (Option C)? Also find out, what exactly are these terms? What does each term mean and what all is included in its description? Do not just solve the particular question...Learn the Concept...Questions will not repeat in next exam...Concepts will repeat...You should be equipped to handle any question on career, just because you did one question.

Please mind it that, it will take time. May be 8-10 hours for each paper.... But if you attempt all previous years' papers with this approach, no one can stop you from getting very good score in UGC NET.

Human Peritus courses have been designed with this approach only. By doing it over the years, we have reached a stage, where consistently more than 85-90% of questions in the exam, are from our course. Check the website of HUMAN PERITUS, to understand how thousands of students are clearing UGC NET with us.

If you have something else on your mind, you may connect with our team.

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All the Best.

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UGC NET Dec 202 and June 2021 26th December Evening Shift

1.) Study the given table and answers the questions that follow.

Given below is a table having the number of athletes (in hundreds) who participated in a sports event from 4 different countries (A,B,C,D). M- Male, F- Female.

Countries	A		B		C		D	
Year	M	F	M	F	M	F	M	F
2016	3.6	3.2	4.2	3.7	3.4	2.8	5.6	4.2
2017	4.3	2.9	3.8	1.7	3.2	1.9	4.8	3.8
2018	5.3	3.9	5.4	3.7	3.7	2.2	6.4	4.2
2019	6.7	4.3	6.7	5.6	3.1	1.8	5.6	2.8
2020	8.3	7.2	6.9	5.4	4.1	2.5	5.4	2.7

Which country has the highest number of female athletes during 2016 to 2020?

- (A) A
- (B) B
- (C) C
- (D) D

2.) Study the given table and answers the questions that follow.

Given below is a table having the number of athletes (in hundreds) who participated in a sports event from 4 different countries (A,B,C,D). M- Male, F- Female.

Countries	A		B		C		D	
Year	M	F	M	F	M	F	M	F
2016	3.6	3.2	4.2	3.7	3.4	2.8	5.6	4.2
2017	4.3	2.9	3.8	1.7	3.2	1.9	4.8	3.8
2018	5.3	3.9	5.4	3.7	3.7	2.2	6.4	4.2
2019	6.7	4.3	6.7	5.6	3.1	1.8	5.6	2.8
2020	8.3	7.2	6.9	5.4	4.1	2.5	5.4	2.7

What is the percentage of female athletes in 2017?

- (A) 37%
- (B) 38%
- (C) 39%
- (D) 40%

3.) Study the given table and answers the questions that follow.

Given below is a table having the number of athletes (in hundreds) who participated in a sports event from 4 different countries (A,B,C,D). M- Male, F- Female.

Countries	A		B		C		D	
Year	M	F	M	F	M	F	M	F
2016	3.6	3.2	4.2	3.7	3.4	2.8	5.6	4.2
2017	4.3	2.9	3.8	1.7	3.2	1.9	4.8	3.8

2018	5.3	3.9	5.4	3.7	3.7	2.2	6.4	4.2
2019	6.7	4.3	6.7	5.6	3.1	1.8	5.6	2.8
2020	8.3	7.2	6.9	5.4	4.1	2.5	5.4	2.7

Find out the difference between average male athletes in 2016 and average male athletes in 2017.

- (A) 0.6
- (B) 0.7
- (C) 0.8
- (D) 0.9

4.) Study the given table and answers the questions that follow.

Given below is a table having the number of athletes (in hundreds) who participated in a sports event from 4 different countries (A,B,C,D). M- Male, F- Female.

Countries	A		B		C		D	
Year	M	F	M	F	M	F	M	F
2016	3.6	3.2	4.2	3.7	3.4	2.8	5.6	4.2
2017	4.3	2.9	3.8	1.7	3.2	1.9	4.8	3.8
2018	5.3	3.9	5.4	3.7	3.7	2.2	6.4	4.2
2019	6.7	4.3	6.7	5.6	3.1	1.8	5.6	2.8
2020	8.3	7.2	6.9	5.4	4.1	2.5	5.4	2.7

Which country has the best 'Total Male-Female ratio' from 2016 to 2020?

- (A) A
- (B) B
- (C) C
- (D) D

5.) Study the given table and answers the questions that follow.

Given below is a table having the number of athletes (in hundreds) who participated in a sports event from 4 different countries (A,B,C,D). M- Male, F- Female.

Countries	A		B		C		D	
Year	M	F	M	F	M	F	M	F
2016	3.6	3.2	4.2	3.7	3.4	2.8	5.6	4.2
2017	4.3	2.9	3.8	1.7	3.2	1.9	4.8	3.8
2018	5.3	3.9	5.4	3.7	3.7	2.2	6.4	4.2
2019	6.7	4.3	6.7	5.6	3.1	1.8	5.6	2.8
2020	8.3	7.2	6.9	5.4	4.1	2.5	5.4	2.7

Which country has the minimum number of male athletes during 2016 to 2020?

- (A) A
- (B) B
- (C) C
- (D) D

6.) What is the type of graphic organiser or mind tool used for knowledge organisation that can help learners interpret, represent, and organise information by making a graphic in cooperation with others?

- (A) Concept mapping
- (B) Hyper media
- (C) Gestural prompts
- (D) Divergent question

7.) What is the name of the process in which the listener provides feedback to the speaker about the message heard and the emotion conveyed and lets the speaker realize how he or she is being understood and respected?

- (A) Active responding
- (B) Active listening
- (C) Centring behaviour
- (D) Adaptive teaching

8.) Match List I with List II

List I (Organization)

- A. CEC
- B. IGNOU
- C. NIOS
- D. NITTTR

List II (Nature of course for MOOC)

- I. Out of school students
- II. Undergraduate education
- III. Teacher Training Programme
- IV. School education

Choose the correct answer from the options given below:

- (A) A -III , B -II , C -I , D -IV
- (B) A -II , B -I , C -IV , D -III
- (C) A -I , B -IV , C -III , D -II
- (D) A -IV , B -III , C -II , D -I

9.) Given below are two statements

Statement I: In a learning organisation, the learning of teachers, their professional development, and the learning of children, their education, are inevitably complementary and mutually reinforcing.

Statement II: Intrapersonal intelligence does not involve understanding the inner world of emotions and thoughts, and developing the ability to control and consciously work with them.

In light of the above statements, choose the most appropriate answer from the options given below:

- (A) Both Statement I and Statement II are correct
- (B) Both Statement I and Statement II are incorrect
- (C) Statement I is correct but Statement II is incorrect
- (D) Statement I is incorrect but Statement II is correct

10.) Which among the following constitute personal competence?

- A. Empathy
- B. Motivation

- C. Social skills
- D. Self awareness
- E. Self-regulation

Choose the correct answer from the options given below:

- (A) A, B and C only
- (B) B, C and D only
- (C) B, D and E only
- (D) C, D and E only

11.) The form of asking mainly closed-ended questions that has been used in connection with the examination of people's normative standards is known as:

- (A) Abductive technique
- (B) Vignette technique
- (C) Hermeneutics technique
- (D) Outlier technique

12.) What type of validity is this in which the researcher is encouraged to deduce hypotheses from a theory that is relevant to the concept?

- (A) Construct validity
- (B) Concurrent validity
- (C) Face validity
- (D) Convergent validity

13.) Given below are two statements

Statement I: Open coding is achieved by linking codes to contacts to consequences to patterns of interaction and to causes.

Statement II: Axial coding is the process of breaking down, examining, comparing, conceptualizing, and categorizing data.

In light of the above statements, choose the most appropriate answer from the options given below:

- (A) Both Statement I and Statement II are correct
- (B) Both Statement I and Statement II are incorrect
- (C) Statement I is correct but Statement II is incorrect
- (D) Statement I is incorrect but Statement II is correct

14.) Match List I with List II

List I

- A. Selective coding
- B. Initial coding
- C. Focused coding
- D. Theoretical coding

List II

- I. To discover the most significant or frequent initial code that makes the most analytical sense.
- II. The procedure of selecting the core category, Systematically relating it to other categories, validating their relationships, and filling in categories that need further refinement and development.
- III. It specifies possible relationships between categories, these are integrative.

IV. Comparing data with data, staying close to and remain open to exploring what is happening in data, construct and keep the code short, simple, precise and active.

Choose the correct answer from the options given below:

- (A) A -II , B -IV , C -I , D -III
- (B) A -IV , B -I , C -III , D -II
- (C) A -I , B -III , C -II , D -IV
- (D) A -III , B -II , C -IV , D -I

15.) There are various steps for creating survey forms using ICT application like Google Forms.

- A. Select question type and create
- B. Give name to survey form and save
- C. Make questions mandatory/keep optional
- D. Share with respondents
- E. Configure the settings

Choose the correct answer from the options given below:

- (A) B, D, E, C, A
- (B) C, D, A, B, E
- (C) A, C, B, E, D
- (D) D, B, C, A, E

16.) In a classroom context, when innumerable meaningful messages emanate from a finite number of linguistic signals, it is called

- (A) Semanticism
- (B) Cognition
- (C) Productivity
- (D) Information processing

17.) The advantages of diagonal communication are:

- A. Resistance
- B. Side-tracking
- C. Anomie
- D. Morale boosting
- E. Co-ordination

Choose the correct answer from the options given below:

- (A) A, B and C only
- (B) B, C and D only
- (C) C, D and E only
- (D) B, D and E only

18.) Given below are two statements:

Statement I: Communication reflects the dimension of power.

Statement II: Power and unethical communication are strongly inter-related.

In light of the above statements, choose the correct answer from the options given below:

- (A) Both Statement I and Statement II are true
- (B) Both Statement I and Statement II are false
- (C) Statement I is true but Statement II is false

(D) Statement I is false but Statement II is true

19.) Identify the sequence of cultural barriers in communication as listed by experts:

- A. Methods of conflict resolution
- B. Difference in tolerance of conflicts
- C. Semantic
- D. Tone difference
- E. Word connotation

Choose the correct answer from the options given below

- (A) C, E, D, B, A
- (B) D, B, C, A, E
- (C) E, A, B, C, D
- (D) A, C, E, D, B

20.) Match List I with List II

List I (Communication paradigms)

- A. Encoding-decoding
- B. Intentionalist
- C. Perspective taking
- D. Dialogism

List II (Description)

- I. Realistic imagination of others' views
- II. Participants are autonomous information processors
- III. Conceiving communication as a process that uses language
- IV. Purposeful use of language

Choose the correct answer from the options given below:

- (A) A -II , B -III , C -IV , D -I
- (B) A -III , B -IV , C -I , D -II
- (C) A -IV , B -I , C -II , D -III
- (D) A -I , B -II , C -III , D -IV

21.) What number comes next in this sequence?

19648, 1728, 112, ?

- (A) 2
- (B) 12
- (C) 22
- (D) 62

22.) A, B and C share a certain sum of money among themselves. A gets 35%, B gets ₹1500 and C gets $\frac{1}{20}$. How much is the original sum of money?

- (A) ₹ 1500
- (B) ₹ 2000
- (C) ₹ 2250
- (D) ₹ 2500

23.) Senthil said, "This lady is the wife of the grandson of my mother." Senthil is the only son of his mother and has no sister. Who is Senthil to the lady?

- (A) Husband
- (B) Father-in-law
- (C) Daughter-in-law
- (D) Brother

24.) Given below are two statements

Statement I: If two numbers divided by a third number give the same remainder, their difference is exactly divisible by that number.

Statement II: Least common multiple of two or more given numbers is the largest number which is exactly divisible by each of them.

In light of the above statements, choose the correct answer from the options given below:

- (A) Both Statement I and Statement II are true
- (B) Both Statement I and Statement II are false
- (C) Statement I is true but Statement II is false
- (D) Statement I is false but Statement II is true

25.) Which of the following statements are correct?

A. A bullet covers 55 meters in 2 seconds. Its speed is 99 km/hr

B. A can complete a work in 10 days. In 5 days, he can complete $\frac{1}{5}$ fraction of the work

C. Walking at $\frac{3}{4}$ of his usual speed, a girl is late by $2\frac{1}{2}$ hours. Her usual time is $7\frac{1}{2}$ hours.

Choose the correct answer from the options given below:

- (A) A and C only
- (B) A and B only
- (C) B and C only
- (D) C only

26.) Match List I with List II

List I (Proposition in Square of Opposition)

- A. If 'A' is False
- B. If 'E' is False
- C. If 'I' is False
- D. If 'O' is False

List II (Resultant)

- I. 'E' is False; 'I' is True
- II. 'A' is True; 'E' is True
- III. 'A' and 'O' are Undetermined
- IV. 'E' and 'I' are Undetermined

Choose the correct answer from the options given below:

- (A) A -IV , B -III , C -II , D -I
- (B) A -III , B -II , C -I , D -IV
- (C) A -II , B -IV , C -I , D -III
- (D) A -I , B -II , C -III , D -IV

27.) When a middle term does not go further than producing a state of mental oscillation between two opposite views, the case is known as:

- (A) Fallacy of Viruddha (contradictory middle)
- (B) Fallacy of Asiddha (unproved middle)
- (C) Fallacy of Prakaranasam (counteracted middle)
- (D) Fallacy of Savyabhichara (irregular middle)

28.) Name the fallacy committed in

"Some good actors are not strong men.

All professional wrestlers are strong men.

Therefore, All professional wrestlers are good actors."

- (A) Illicit major
- (B) Illicit minor
- (C) Undistributed middle
- (D) Affirmative conclusion from Negative Premises

29.) Which of the following is taken to mean inference by elimination, in which the inferred character is the residuum of a process of elimination that excludes other characters?

- (A) Purvavat Anumana
- (B) Sheshavat Anumana
- (C) Samanyatodrshta
- (D) Paksa

30.) Which of the following pertains to fallacy of ambiguity?

- (A) Equivocation
- (B) The straw man
- (C) Hasty generalization
- (D) The red herring

31.) What is a Utility program?

- (A) It translates data into a format understood by the device
- (B) It permits the sharing and exchange of data
- (C) It makes copies of files on another storage device
- (D) It is a part of the operating system which carries out defragmentation or disk formatting

32.) Match List I with List II

List I

- A. Network System
- B. Operating System
- C. Memory
- D. Communication

List II

- I. Email
- II. Firewall
- III. Mac
- IV. ROM

Choose the correct answer from the options given below:

- (A) A - I , B - II, C - III, D - IV
- (B) A - III, B - IV, C - I, D - II
- (C) A - II, B - III, C - IV, D - I
- (D) A - IV, B - I, C - II, D - III

33.) Read the following statement and choose the CORRECT code:

- A. Radio frequency identification systems use radio waves to read and capture information
- B. MICR (Magnetic Ink Character Recognition) characters are easy to forge and cannot be written over
- C. OMR (Optical Mark Recognition) reads marks written in pencil or pen in specific places on a term.
- D. Optical Character Recognition (OCR) scans the text and converts it into a computer-readable format
- E. Barcodes can be forged or damaged

Choose the correct answer from the options given below:

- (A) A, B and C only
- (B) B, C, D and E only
- (C) A, C and E only
- (D) A, C, D and E only

34.) Statement I: Every time a device connects to a network, it is given an IP (Internet Protocol) address).
Statement II: Devices that never disconnect retain the same IP address.

In the light of the statements, choose the correct answer from the options given below

- (A) Both Statement I and Statement II are true
- (B) Both Statement I and Statement II are false
- (C) Statement I is true but Statement II is false
- (D) Statement I is false but Statement II is true

35.) Match List I with List II

List I

- A. Measurement Application
- B. Control Application
- C. Modelling Application
- D. Communication Application

List II

- I. Automatic Oven
- II. Website
- III. Weather station
- IV. Car Crash Simulator

Choose the correct answer from the options given below:

- (A) A - I, B - III, C - IV, D - II
- (B) A - III, B - I, C - IV, D - II
- (C) A - II, B - IV, C - I, D - III
- (D) A - III, B - IV, C - II, D - I

36.) Which of the following are the missions of the National Action Plan on Climate Change?

- A. National Solar Mission
- B. Green Indian Mission

- C. Western Ghat Development Mission
- D. National Water Mission
- E. Air Pollution Mitigation Mission

Choose the correct answer from the options given below:

- (A) A, B and D only
- (B) A, B, D and E only
- (C) A, B and E only
- (D) A, C, D and E only

37.) Nationally Determined Contributions of European Union (EU) countries aim at a reduction in Green House Gas emissions by the year 2030 (in the reference to 1990 levels) to the extent of

- (A) 40%
- (B) 50%
- (C) 35%
- (D) 55%

38.) Which of the following contaminants in water can cause adverse human effects such as mental disturbance and impairment of speech, hearing and vision?

- (A) Arsenic
- (B) Methyl mercury
- (C) Lead
- (D) Nickel and Chromium

39.) Identify the correct sequence of countries that are the world's leading geothermal power (in MW) producers.

- A. New Zealand
- B. Iceland
- C. USA
- D. Indonesia

Choose the correct answer from the options given below

- (A) C > A > B > D
- (B) A > C > B > D
- (C) D > C > A > B
- (D) C > D > A > B

40.) Match List I with List II

List I

- A. Montreal Protocol
- B. Rio Summit
- C. Kyoto protocol
- D. Paris agreement

List II

- I. Environment and sustainable development
- II. Reduce the emission of Green House Gases
- III. Climate change mitigation and adaptation
- IV. Ozone Depletion

Choose the correct answer from the options given below:

- (A) A -III , B -I , C -II , D -IV
- (B) A -II , B -III , C -IV , D -I
- (C) A -IV , B -I , C -II , D -III
- (D) A -IV , B -II , C -I , D -III

41.) Association of Indian Universities (AIU) is established with an objective to:

- A. Maintain quality and standards of universities
- B. Serve as an Inter-University Organization
- C. To facilitate communication, co-ordination and mutual consultation amongst universities
- D. To recognise universities to run different courses
- E. To act as a liaison between the universities and the governments.

Choose the correct answer from the options given below:

- (A) A, B and C only
- (B) B, C and E only
- (C) B, C and D only
- (D) A, B, C and D only

42.) Which of the following is NOT a parameter for ranking according to NIRF?

- (A) Teaching, Learning and Resources
- (B) Campus Placement
- (C) Research and Professional practice
- (D) Outreach and inclusivity

43.) SWAYAM is initiated by Govt. of India with an objective to:

- A. Ensure best quality content produced and delivered
- B. Provide quality materials with nominal cost
- C. Teach all classes from class-IX to PG
- D. Assess students continuously and grant degrees
- E. Accessed by anyone, anywhere at anytime

Choose the correct answer from the options given below:

- (A) A, C and D only
- (B) A, C and E only
- (C) A, B and C only
- (D) B, C and D only

44.) Match List I with List II

List I

- A. The Education commission
- B. National Policy on Education
- C. University Education Commission
- D. National Knowledge Commission

List II

- I. 2009
- II. 1964-66
- III. 1986

IV. 1948-49

Choose the correct answer from the options given below:

- (A) A -I , B -III , C -II , D -IV
- (B) A -IV , B -III , C -II , D -I
- (C) A -I, B -III, C -IV , D -II
- (D) A -II, B -III , C -IV , D -I

45.) The statutory body responsible for maintaining quality and standard of teacher education in the country is:

- (A) AICTE
- (B) NCTE
- (C) NCERT
- (D) UGC

46.) Read the given passage and answer the following question.

Several organisational factors that cause stress-particularly task and role demands-are controlled by management and thus can be modified or changed. Strategies to consider include improved employee selection and job placement, training, realistic goal-setting, redesign of jobs, increased employee involvement, improved organisational communication, employee sabbaticals, and corporate wellness programmes. Certain jobs are more stressful than others, but, as we have seen, individuals differ in their response to stressful situations. We know individuals with little experience or an external locus of control tend to be more prone to stress. Selection and placement decisions should take these facts into consideration. Obviously, management should not restrict hiring to only experienced individuals with an internal locus, but such individuals may adapt better to high stress jobs more effectively . Similarly, training can increase an individual's self-efficacy and thus lessen job strain. Individuals perform better when they have specific and challenging goals and receive feedback on their progress toward these goals. Goals can reduce stress as well as provide motivation. Employee who are highly committed to their goals and see purpose in their jobs experience less stress, because they are more likely to perceive stress as challenge rather than a hindrance. Specific goals perceived as attainable clarify performance expectation. In addition, goal feedback reduces uncertainties about actual job performance. The result is less employee frustration, role ambiguity and stress. Predesigning job to give employee more responsibility, more meaningful work, more autonomy and increased feedback can reduce stress because these factors give employees greater control over work activities and less dependence on others.

Which of the following form the management strategy for reducing organisational stress factor?

- A. Achievable goals
- B. Employee wellness
- C. Compulsory leave
- D. Top-down communication

Choose the correct option:

- (A) A and B
- (B) B and C
- (C) C and D
- (D) A and D

47.) Read the given passage and answer the following question.

Several organisational factors that cause stress-particularly task and role demands-are controlled by management and thus can be modified or changed. Strategies to consider include improved employee selection and job placement, training, realistic goal-setting, redesign of jobs, increased employee involvement, improved organisational communication, employee sabbaticals, and corporate wellness programmes. Certain jobs are more stressful than others, but, as we have seen, individuals differ in their response to stressful situations. We know individuals with little experience or an external locus of control tend to be more prone to stress. Selection and placement decisions should take these facts into consideration. Obviously, management should not restrict hiring to only experienced individuals with an internal locus, but such individuals may adapt better to high stress jobs more effectively . Similarly, training can increase an individual's self-efficacy and thus lessen job strain. Individuals perform better when they have specific and challenging goals and receive feedback on their progress toward these goals. Goals can reduce stress as well as provide motivation. Employee who are highly committed to their goals and see purpose in their jobs experience less stress, because they are more likely to perceive stress as challenge rather than a hindrance. Specific goals perceived as attainable clarify performance expectation. In addition, goal feedback reduces uncertainties about actual job performance. The result is less employee frustration, role ambiguity and stress. Predesigning job to give employee more responsibility, more meaningful work, more autonomy and increased feedback can reduce stress because these factors give employees greater control over work activities and less dependence on others.

What type of people are more prone to stress than others in the organisation?

- (A) Individuals with job experience
- (B) People with outside position of control
- (C) Employee with internal locus
- (D) People who are assigned new responsibilities.

48.) Read the given passage and answer the following question.

Several organisational factors that cause stress-particularly task and role demands-are controlled by management and thus can be modified or changed. Strategies to consider include improved employee selection and job placement, training, realistic goal-setting, redesign of jobs, increased employee involvement, improved organisational communication, employee sabbaticals, and corporate wellness programmes. Certain jobs are more stressful than others, but, as we have seen, individuals differ in their response to stressful situations. We know individuals with little experience or an external locus of control tend to be more prone to stress. Selection and placement decisions should take these facts into consideration. Obviously, management should not restrict hiring to only experienced individuals with an internal locus, but such individuals may adapt better to high stress jobs more effectively . Similarly, training can increase an individual's self-efficacy and thus lessen job strain. Individuals perform better when they have specific and challenging goals and receive feedback on their progress toward these goals. Goals can reduce stress as well as provide motivation. Employee who are highly committed to their goals and see purpose in their jobs experience less stress, because they are more likely to perceive stress as challenge rather than a hindrance. Specific goals perceived as attainable clarify performance expectation. In addition, goal feedback reduces uncertainties about actual job performance. The result is less employee frustration, role ambiguity and stress. Predesigning job to give employee more responsibility, more meaningful work, more autonomy and increased feedback can reduce stress because these factors give employees greater control over work activities and less dependence on others.

Which of the following can reduce the job strain?

- A. Hiring of only young people

- B. Emphasising performance expectation
- C. Commitment to the job
- D. Perception of hindrances as challenges

Choose the correct option:

- (A) A and B
- (B) B and C
- (C) C and D
- (D) A and D

49.) Read the given passage and answer the following question.

Several organisational factors that cause stress-particularly task and role demands-are controlled by management and thus can be modified or changed. Strategies to consider include improved employee selection and job placement, training, realistic goal-setting, redesign of jobs, increased employee involvement, improved organisational communication, employee sabbaticals, and corporate wellness programmes. Certain jobs are more stressful than others, but, as we have seen, individuals differ in their response to stressful situations. We know individuals with little experience or an external locus of control tend to be more prone to stress. Selection and placement decisions should take these facts into consideration. Obviously, management should not restrict hiring to only experienced individuals with an internal locus, but such individuals may adapt better to high stress jobs more effectively . Similarly, training can increase an individual's self-efficacy and thus lessen job strain. Individuals perform better when they have specific and challenging goals and receive feedback on their progress toward these goals. Goals can reduce stress as well as provide motivation. Employee who are highly committed to their goals and see purpose in their jobs experience less stress, because they are more likely to perceive stress as challenge rather than a hindrance. Specific goals perceived as attainable clarify performance expectation. In addition, goal feedback reduces uncertainties about actual job performance. The result is less employee frustration, role ambiguity and stress. Predesigning job to give employee more responsibility, more meaningful work, more autonomy and increased feedback can reduce stress because these factors give employees greater control over work activities and less dependence on others.

Employee frustration and role ambiguity can be reduced by:

- (A) Assigning low stress work
- (B) Harsh evaluation of job performance
- (C) Changing the level of task performance
- (D) Providing performance feedback to employee

50.) Read the given passage and answer the following question.

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Goals can reduce stress as well as provide motivation. Employee who are highly committed to their goals and see purpose in their jobs experience less stress, because they are more likely to perceive stress as challenge rather than a hindrance. Specific goals perceived as attainable clarify performance expectation. In addition, goal feedback reduces uncertainties about actual job performance. The result is less employee frustration, role ambiguity and stress. Predesigning job to give employee more responsibility, more meaningful work, more autonomy and increased feedback can reduce stress because these factors give employees greater control over work activities and less dependence on others.

The measures suggested in the passage to reduce organisational stress are:

- A. Redeployment of employees
- B. Allowing workers more control over their activities
- C. Retrenchment of non-performers
- D. Re-distribution of specific goals
- E. Re-designing of jobs

Choose the correct option:

- (A) A, B, C only
- (B) B, C, D only
- (C) C, D, E only
- (D) A, B, E only