



**ANSWERS**

1. (c)	21. (b)	41. (c)	61. (c)	81. (a)
2. (a)	22. (a)	42. (a)	62. (c)	82. (c)
3. (a)	23. (b)	43. (a)	63. (c)	83. (d)
4. (a)	24. (b)	44. (c)	64. (a)	84. (c)
5. (d)	25. (c)	45. (b)	65. (a)	85. (b)
6. (a)	26. (d)	46. (a)	66. (d)	86. (c)
7. (d)	27. (d)	47. (c)	67. (c)	87. (b)
8. (c)	28. (c)	48. (c)	68. (a)	88. (a)
9. (b)	29. (d)	49. (a)	69. (d)	89. (c)
10. (a)	30. (c)	50. (a)	70. (d)	90. (c)
11. (d)	31. (d)	51. (c)	71. (c)	91. (a)
12. (d)	32. (c)	52. (a)	72. (a)	92. (a)
13. (c)	33. (b)	53. (d)	73. (d)	93. (c)
14. (c)	34. (c)	54. (d)	74. (b)	94. (c)
15. (a)	35. (c)	55. (c)	75. (b)	95. (d)
16. (a)	36. (b)	56. (a)	76. (d)	96. (d)
17. (c)	37. (c)	57. (a)	77. (c)	97. (a)
18. (d)	38. (a)	58. (b)	78. (a)	98. (b)
19. (a)	39. (c)	59. (d)	79. (d)	99. (d)
20. (a)	40. (a)	60. (b)	80. (d)	100. (d)

1.(c)

Functions of HR managers is to organizing the people.

2. (a)

3. (a)

4. (a)

The process of enhancing the technical skills of workers in short period is called training.

5. (d)

E-learning describes the cognitive science principles of effective multimedia learning using electronic educational technology to enhance the knowledge and experience.

6. (a)

Applied research is a form of systematic inquiry involving the practical application while action research is studies carried out in the course of an activity or occupation to improve the methods and approach of those involved.

7. (d)

An inclination to do something good for others can influence the employers to undertake welfare facilities is part of benevolence theory. Making peace with employees by fulfilling all their needs without any resistance is the appeasement theory.

8.(c)

Making peace with employees by fulfilling all their needs without any resistance is the appeasement theory.

9. (b)

10. (a)

Utilitarianism is an ethical theory which states that the best action is the one that maximizes utility. "Utility" is defined in various ways, usually in terms of the well-being of sentient entities.

11. (d)

12. (d)

Supervisor's behavior, organizational culture, code of ethics etc. affects the employee behavior.

13. (c)

Extinguishment is the destruction of a right or contract. If the subject of the contract is destroyed (such as through merging the contract subject and the contract obligation), then the contract may be made void.

14. (c)

Legal rights are "just claims" given to all humans within a government's jurisdiction.

Natural and legal rights are two types of rights. Natural rights are those that are not dependent on the laws or customs of any particular culture or government, and therefore universal and inalienable (i.e., rights that cannot be repealed or restrained by human laws). Legal rights are those bestowed onto a person by a given legal system (i.e., rights that can be modified, repealed, and restrained by human laws).

15. (a)

Interaction rules can be classified as - Etiquette, Law, Morals, Ethics.

Etiquette : Etiquette consists of codes of behaviour and courtesy. These codes include:

- Showing respect to employers and clients.
- Not embarrassing colleagues.
- Answering the phone professionally.
- Dressing appropriately.

Law : Law is a system of rules established by authority, society or custom. Violations of such rules carry penalties such as imprisonment or fines. Each society has its own set of rules. Legal rights are "just claims" given to all humans within a government's jurisdiction.

Morals : Morals are accepted standards of right and wrong that are usually applied to personal behavior. Moral standards are derived from religion, parents, friends and media. There is agreement on many standard moral standards among different societies, such as murder and stealing. Other moral standards are not universal, such as gambling and alcohol drinking. Moral rights are "just claims" that belong to all humans.

Ethics : Ethics consist of general and abstract concepts of right and wrong behavior as described by professional societies.

16. (a)

Interaction rules can be classified as – Etiquette, Law, Morals, Ethics

Etiquette : Etiquette consists of codes of behaviour and courtesy. These codes include:

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17. (c)

A whistleblower (also written as whistle-blower or whistle-blower) is a person who exposes any kind of information or activity that is deemed illegal, unethical, or not correct within an organization that is either private or public. The information of alleged wrongdoing can be classified in many ways: violation of company policy/rules, law, regulation, or threat to public interest/national security, as well as fraud, and corruption.

18. (d)

Engineers, in the fulfillment of their professional duties, shall :

1. Hold paramount the safety, health, and welfare of the public.
2. Perform services only in areas of their competence.
3. Issue public statements only in an objective and truthful manner.
4. Act for each employer or client as faithful agents or trustees.
5. Avoid deceptive acts.
6. Conduct themselves honorably, responsibly, ethically, and lawfully so as to enhance the honor, reputation and usefulness of the profession.

Engineers shall not be required to engage in truthful acts when required to protect the public health, safety, and welfare – False  
**see NSPE Code of Ethics 1.5**

Engineers may not be required to follow the provisions of state or federal law when such actions could endanger or compromise their employer or their clients' interests. – False **see NSPE Code of Ethics 1.6**

19. (a)

Engineers shall not issue statements, criticisms, or arguments on technical matters that are inspired or paid for by interested parties, unless they have prefaced their comments by explicitly identifying the interested parties on whose behalf they are speaking and revealing the existence of any interest the engineers may have in the matters – True – see NSPE Code of Ethics 11.3.c

Engineers may not participate in any matter involving a conflict of interest if it could influence or appear to influence their judgment or the quality of their services – False – see NSPE Code of Ethics 11.4.a

20. (a)

Dedication is the quality of being dedicated or committed to a task or purpose.

21. (b)

A code of ethics document may outline the mission and values of the business or organization, how professionals are supposed to approach problems, the ethical principles based on the organization's core values and the standards to which the professional is held. While A code of conduct is a set of rules outlining the social norms and rules and responsibilities of, or proper practices for, an individual, party or organization.

22. (a)

23. (b)

24. (b)

25. (c)

Ethical relativism is the theory that holds that morality is relative to the norms of one's culture. That is, whether an action is right or wrong depends on the moral norms of the society in which it is practiced. The same action may be morally right in one society but be morally wrong in another.

26. (d)

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27. (d)

28. (c)

Rights are legal, social, or ethical principles of freedom or entitlement; that is, rights are the fundamental normative rules about what is allowed of people or owed to people, according to some legal system, social convention, or ethical theory. It protects the persons interests.

29. (d)

Virtue Ethics (or Virtue Theory) is an approach to Ethics that emphasizes an individual's character as the key element of ethical thinking, rather than rules about the acts themselves (Deontology) or their consequences (Consequentialism).

30. (c)

Moral agents are those of whom one may sensibly say that they are moral or immoral, ethical or unethical. A competent and reasonably mature human being is the most familiar example of a moral agent. In contrast, most non-human animals are generally taken to be **amoral**.

31. (d)

32. (c)

The view that ethics does depend solely on the arbitrary decisions or preferences of a social group is the most extreme of "cultural relativism", sometimes called "naive cultural relativism". **Naive cultural relativism** holds that the moral beliefs of one's society by themselves determine what is morally acceptable behavior for a member of that group. This view is similar to ethical subjectivism except that the beliefs that supposedly determine the ethical acceptability of an agent's actions are those of the agent's culture rather than the agent alone.

33. (b)

**Ethical evaluation** is a judgment about the extent to which the object of the evaluation is good or bad, ethically speaking. A variety of criteria are relevant to the ethical evaluation of an act or course of action. A reasoned judgment about whether (or the extent to which) some act (or course of action) is morally justified will mention some or all of the following :

- The act produces good or bad consequences
- It respects or violates rights
- It fulfills or shirks obligations
- It honors or ignores agreements and promises

34. (c)

The probability that a given course of action will produce some harm multiplied by the degree of that harm defines **risk, in the technical sense**. "Risk" is commonly used to mean a danger or hazard that arises unpredictably, such as being struck by a car or capsizing in a boat.

35. (c)

**Moral obligation** and **moral rules** are interdefinable, that is, if you have a moral rule, there exists a corresponding statement of obligation and vice versa. Obligations and rules may be **institutional** or **legal** rather than moral. For example, at many colleges there is an institutional rule obliging all students to see their advisors on or before Registration Day.

36. (b)

Positive obligations in human rights law denote a State's obligation to engage in an activity to secure the effective enjoyment of a fundamental right, as opposed to the classical negative obligation to merely abstain from human rights violations.

37. (c)

An **absolute right**, in contrast to a prima facie right, is one whose claims, ethically speaking, must be honored in all circumstances, no circumstances would ethically justify overriding the claims of an absolute right. An **alienable right** is one that a person can trade away.

38. (a)

**Privilege** means an alienable special right. An **alienable right** is one that a person can trade away. A right of confidentiality is a special right and imposes a special obligation on others not to disclose the information outside the defined group. Some disclosure of confidential information is always wrong.

39. (c)

Physical privacy is a restriction on the ability of others to experience a person through one or more of the five senses. **Informational privacy** is a restriction on facts about the person that are unknown or unknowable.

40. (a)

A **trademark** is an officially registered name, symbol, or representation the use of which in commerce is legally restricted to its owner. The objective of the Trade Marks Act, 1999 is to register trade marks applied for in the country and to provide for better protection of trade mark for goods and services and also to prevent fraudulent use of the mark.

41. (c)

42. (a)

Members of a given profession who are in the best position to evaluate one another's performance. This is the rationale for so-called "autonomy of professions" : the control of professions over the norms of practice of their members.

43. (a)

Practical problems may or may not have solutions. Of those practical problems that are ethically significant – which are what we have been calling "ethical problems" – some call for coping rather than for solution. The perennial problems of human vulnerability, suffering, and mortality are such problems.

44. (c)

Engineering appreciates the importance of practical as well as theoretical problems, of engineering design as well as engineering theory, and of synthetic as well as analytic reasoning.

45. (b)

From the place of brainstorming in the practice of engineering design, we learn more about how an agent goes about developing responses. Brainstorming requires an uncritical atmosphere in which people can present "half-baked" ideas that may be later refined or combined.

46. (a)

Articulation of any half-baked ideas is discouraged in the many ethics classes where adversarial debate is the primary method used.

47. (c)

Exercising judgment (rather than simply following a rule) requires higher cognitive functions, some intellectual maturity, the subject of professional judgment and the moral responsibility.

48. (c)

Responsible professional practice combines two elements : proficiency in the knowledge and skills of the profession in question and concern for the well-being of others – "due care" as it is often called in legal discussions.

49. (a)

Moral responsibilities derive from either one's relationship to a person whose welfare is in question, or from the special knowledge one possesses, such as professional knowledge that is crucial to an aspect of another's well-being. Examples of the first sort include the responsibility of one friend for another and of a parent for a child.

50. (a)

A responsibility that someone is charged to carry out as part of her assigned duties is called official responsibilities. The description of a job or office specifies some of its official responsibilities. Some official responsibility or obligation may even be immoral. "I was just doing my job" or "I was just doing what I was told" is not a generally valid excuse for unethical behavior of an adult.

Behaving responsibly in certain contexts, or being a responsible person in those contexts, means being willing and able to take responsibility for one's own actions. Acting responsibly in a professional capacity or being a responsible professional makes one a trustworthy professional. Therefore, the literature on responsibility, which has been extensive in discussions of professional ethics, provides at least an implicit discussion of many aspects of the morality of trust in professional practice.

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51. (c)

For professionals or their professional practice to be trustworthy is a matter of both ethics and competence. Trustworthy practice requires sustained attention to relevant aspects of others' well-being and the knowledge and wisdom to promote or safeguard that well-being.

52. (a)

**Hacking**, in the morally neutral sense of making something function in a way it was not designed to. Hacking in this sense can include taking some inexpensive device or components and making something valuable out of them. A hack in some sense is celebrated as "a clever, benign, and ethical prank or practical joke, which is both challenging for the perpetrators and amusing. Hacking is also used in a sense to refer to gaining unauthorized access to computers, phone systems, etc., which is illegal.

53. (d)

Intellectual property refers to creations of the mind : inventions; literary and artistic works; and symbols, names and images used in commerce. Intellectual property is divided into two categories:

**Industrial Property** includes patents for inventions, trademarks, industrial designs and geographical indications.

**Copyright** covers literary works (such as novels, poems and plays), films, music, artistic works (e.g., drawings, paintings, photographs and sculptures) and architectural design. Rights related to copyright include those of performing artists in their performances, producers of phonograms in their recordings, and broadcasters in their radio and television programs.

54. (d)

In general, you must satisfy the following four requirements to qualify for a patent:

- The subject matter must be patentable.
- The invention must be novel.
- The invention must have some utility or usefulness.
- The invention must not be obvious.

55. (c)

A trademark is a recognizable sign, design or expression which identifies products or services of a particular source from those of others, although trademarks used to identify services are usually called service marks. The trademark owner can be an individual, business organization, or any legal entity. A trademark may be located on a package, a label, a voucher, or on the product itself and is geographically represented.

56. (a)

A void contract cannot be enforced by law. An agreement to carry out an illegal act is an example of a void agreement. For example, a contract between drug dealers and buyers is a void contract simply because the terms of the contract are illegal. In such a case, neither party can go to court to enforce the contract.

An illegal agreement, under the common law of contract, is one that the courts will not enforce because the purpose of the agreement is to achieve an illegal end. The illegal end must result from performance of the contract itself. The classic example of such an agreement is a contract for murder.

57. (a)

A patent is a set of exclusive rights granted by a sovereign state to an inventor or assignee for a limited period of time in exchange for detailed public disclosure of an invention. An invention is a solution to a specific technological problem and is a product or a process. Patents are a form of intellectual property.

58. (b)

A trademark is a recognizable sign, design, or expression which identifies products or services of a particular source from those of others, although trademarks used to identify services are usually called service marks. The trademark owner can be an individual, business organization, or any legal entity. A trademark may be located on a package, a label, a voucher, or on the product itself and is geographically represented.

**59. (d)****60. (b)**

Engineers generally define efficiency so that they can measure it, assign numbers and thereafter seek to control it. Like other profession engineering tends to analyze a situation so that engineer's distinctive skills can be applied. One distinctive skill of engineers is giving mathematical structure to practical problem. The concepts of efficiency allows them to exercise that skill.

**61. (c)****62. (c)**

Tunnel vision is a narrow outlook; the focus of attention on a particular problem without proper regard for possible consequences or alternative approaches. Self-deception involves convincing oneself of a truth (or lack of truth) so that one does not reveal any self-knowledge of the deception.

**63. (c)**

Whistleblowers can be anonymous or open, internal or external, well intentioned or not so well intentioned, accurate or inaccurate, justified or unjustified. Whistleblower may refer to any member of a formal organization who takes information out of channels to try to stop the organization from doing something he believes morally wrong.

**64. (a)**

One way for an organization to avoid whistleblowing is to improve its ability to use effective communication. It can be done by three approaches: procedural, educational and structural.

**65. (a)**

Acting in ways consistent with what society and individuals typically think are good values. Ethical behavior tends to be good for business and involves demonstrating respect for key moral principles that include honesty, fairness, equality, dignity, diversity and individual rights.

**66. (d)**

Ethics and morals relate to "right" and "wrong" conduct. While they are sometimes used interchangeably, they are different: ethics refer to rules provided by an external source, e.g., codes of conduct in workplace or principles in religions. Morals refer to an

individual's own principles regarding right and wrong.

**67. (a)**

With the development of language the formulation of evaluative moral concepts became possible so that actions could be thought not only beneficial but also good. the development of language and the possibility of self-evaluation were also most likely intimately related. A growing ability to reason and assess would have helped clarify the ways in which an individual could make a difference to a community and eventually lead to the expectation that an individual was expected to make a positive contribution. A most important conclusion of these evolutionary studies is that helpful behaviour is an essential part of our constitution and not simply a veneer laid over our biological nature by culture or religion.

**68. (a)**

Society's norms and values, individual life experiences, environmental situations etc. contribute to the development of a manager's standard of ethics.

**69. (d)****70. (d)****71. (c)**

There are several factors that governed the unethical behavior which includes pressure from higher management to achieve goals, an organizational atmosphere that condones such behavior, unrealistic targets set by management, etc.

**72. (a)**

Human and ethical values or qualities such as courage, vision, social awareness, fearlessness, integrity, pure and clear mind, truth etc., are subjective subtle and intangible concepts.

**73. (d)****74. (b)**

Business ethics (also known as corporate ethics) is a form of applied ethics or professional ethics that examines ethical principles and moral or ethical problems that arise in a business environment. It applies to all aspects of business conduct and is relevant to the conduct of individuals

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and entire organizations. It deals primarily the moral obligation.

75. (b)

Value Management is concerned with improving and sustaining a desirable balance between the wants and needs of stakeholders and the resources needed to satisfy them. Value based management is essential to combine subjective and objective phenomena.

76. (d)

77. (c)

Organizational behavior studies, as the word itself denotes, is the study of the behavior of employees. It predicts about their behavior in the future and mounds the employees to utilize their potentials to the fullest. It is then only that the organizations can operate in a dynamic way.

78. (a)

Reward power is based on the leader's ability to provide rewards to those he governs.

79. (d)

80. (d)

81. (a)

**Intrinsic motivation** refers to behavior that is driven by internal rewards. In other words, the motivation to engage in a behavior arises from within the individual because it is intrinsically rewarding like one's own satisfaction, pride and happiness. This contrasts with extrinsic motivation, which involves engaging in a behavior in order to earn external rewards or avoid punishments.

82. (c)

Organizational Behavior's challenges and opportunities include offering specific insights to improve interpersonal and people skills, facilitating the improvement of quality and employee productivity, helping us learn to cope in a continuously changing world etc.

83. (d)

84. (c)

Ethics or moral philosophy is a branch of philosophy that involves systematizing, defending and recommending concepts of right and wrong conduct.

Three major areas of study within ethics recognized today are:

1. Meta-ethics: concerning the theoretical meaning and reference of moral propositions, and how their truth values (if any) can be determined.
2. Normative ethics: concerning the practical means of determining a moral course of action.
3. Applied ethics: concerning what a person is obligated (or permitted) to do in a specific situation or a particular domain of action.

85. (b)

The categorical imperative is the central philosophical concept in the deontological moral philosophy of Immanuel Kant. According to Kant, human beings occupy a special place in creation, and morality can be summed up in an imperative or ultimate commandment of reason, from which all duties and obligations derive. He defined an imperative as any proposition declaring a certain action (or inaction) to be necessary.

A categorical imperative denotes an absolute, unconditional requirement that must be obeyed in all circumstances and is justified as an end in itself. It is best known in its first formulation.

86. (c)

Every art and every enquiry, and similarly every action and choice is thought to aim at some good: and for this reason, the good has rightly been declared to be that at which all things aim. But a certain difference is found among end; some are activities, others are products apart from the activities that produce them. Where there are end, apart from the actions, it is the nature of the products to be better than the activities. Now, as there are many actions, arts, and sciences, their ends are also many; the end of medical art is health, that of shipbuilding a vessel, that of strategy victory, and that of economics wealth.

87. (b)

Ethics is also, unlike much of engineering uncodifiable. It cannot be reduced to a "calculus of consequences".

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**88. (a)**

Act so that the effects of your action are compatible with the permanence of genuine human life, an outlook which requires special consideration in the development of an aspirational engineering ethical ethos.

**89. (c)**

The term 'contractualism' can be used in a broad sense – to indicate the view that morality is based on contract or agreement – or in a narrow sense – to refer to a particular view developed in recent years. Professional ethical codes of conduct are by their very origin and nature likely to have a strong contractual aspect.

**90. (c)**

In contrast to engineering, medicine is seen as the paradigm of a caring profession. This difference appears to be the consequence of two main factors:

- (i) Medicine is seen as relating more directly to people. In some ways this is a curious perception, for most people generally only come into contact with a doctor if they are ill whereas virtually every aspect of our lives is affected by engineered artefacts or processes. However, the engineer often does not come into direct contact with the people affected by his or her work and, due to the complex nature of engineering projects, there may be a significant time lapse between his or her initial work and the final outcome of his or her activities. It will be proposed that redressing this lack of physical and temporal proximity is an important aspect of promoting an ethical approach to engineering.
- (ii) Medicine has a vigorous and public ethical debate about its activities whereas this has been lacking for engineering. This lack of debate, among both engineers and philosophers, is surprising considering the great impact that the practice of engineering has on our lives.

**91. (a)**

Business ethics is prominent both within business and in public awareness. Engineering and business have a symbiotic relationship, for engineers need to work with those who have business skills in order to exploit their technical skills, and business needs the skills of engineers for the design and manufacture of saleable products.

**92. (a)**

Engineering solutions to water management problems are readily available at a very modest cost compared to military solutions. Inter-state tension may be peacefully avoided if governments and international organizations prioritise water and sanitation provision and distribution. Regrettably, the present prioritization is inadequate. Additionally, water management technologies provide real commercial opportunities allowing enhancement of economic prosperity as well as promoting peace.

**93. (c)**

Peace is a lack of conflict and freedom from fear of violence between heterogeneous social groups. Commonly understood as the absence of war or violent hostility, peace often involves compromise, and therefore is initiated with thoughtful active listening and communication to enhance and create genuine mutual understanding.

**94. (c)****95. (d)****96. (d)****97. (a)****98. (b)****99. (d)****100. (d)**

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