



PFRDA Grade A Management

Previous Year Paper

Phase 1

2022-2025

#beexamready

Preface

Dear Students,

We are pleased to present this recollected question paper with answer keys for the **PFRDA Grade A Management** subject, covering the past five years **from 2021 to 2025 (Exam held 3 times)**. This document has been meticulously prepared to serve as a valuable resource for candidates preparing for the PFRDA Grade A Phase 1 Exam.

By practising questions that have been actually asked in the examination, aspirants can gain clarity on the **exam pattern, difficulty level, and types of questions** likely to appear in the upcoming exam.

We wish you all the best in your exam preparation journey and hope that this document serves as a valuable asset in strengthening your performance and confidence.

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Disclaimer: While every effort has been made to ensure the accuracy and relevance of the questions and answer keys, minor variations in question wording or options may exist due to the memory-based nature of this compilation. Candidates are advised to use this document as a reference tool to enhance their comprehensive understanding of the syllabus and overall exam readiness for the PFRDA Grade A examination.



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PFRDA Grade A 2021 Phase 1 - Management Recollected Questions

Management

Q.1) What is the name of the motivation theory that is based on the concept of homeostasis?

Options:

- A. Two Factor Theory
- B. Equity Theory
- C. ERG Theory
- D. Drive Reduction Theory
- E. Reinforcement Theory

Q.2) A _____ is one who makes subordinates feel that they are participating in decision making process even though he has already taken the decision.

Options:

- A. Manipulative Autocratic Leader
- B. Democratic Leader
- C. Paternalistic Leader
- D. Free-rein Leader
- E. None of the above

Q.3) The Motivation theory in which a person explores, experiences, innovates etc. is known as _____

Options:

- A. Maslow's Extended Theory of Motivation
- B. Alderfer's ERG Theory
- C. Herzberg's Two Factor Theory
- D. Adam's Equity Theory
- E. Vroom's Expectancy Theory

Q.4) The HRD function that focus on training given to employees for not just their job but also of organization's other functions is known as _____

Options:

- A. Career Planning
- B. Career Training
- C. Career Development
- D. Both A and B
- E. None of the above

Q.5) The Management Characteristic that is consistent and go by rules and also deals with rank and files etc. is known as _____

Options:

- A. Management is a dynamic function
- B. Management is a social process
- C. Management is Universal in Character
- D. Management is a System of Authority
- E. Management is a Profession

Q.6) The type of management that motivates employees for working towards betterment of society is called _____

Options:

- A. Link Building Management
- B. Synergetic Management
- C. Productivity Management
- D. Coercive Management
- E. Human Resource Management

Q.7) The communication network in which all members of the group communicate with each other and exchange information is known as _____

Options:

- A. Star Network
- B. Chain Network
- C. Wheel Network
- D. Circuit Network
- E. Vertical Network

**PFRDA Grade A 2021
Phase 1 - Management
Recollected Questions
Answer Key**

Answer Key

Question	Answer	Question	Answer	Question	Answer
1	D	2	A	3	A
4	C	5	D	6	A
7	A				



PFRDA Grade A 2022

Phase 1 - Management

Recollected Questions

Management

Q.1) Identify the role of leader or manager, wherein the manager constantly collects information about those factors which may affect his activities maybe within the organization and outside it

Options:

- A. Monitor role
- B. Disseminator Role
- C. Spokers Person Role
- D. Disturbance handler
- E. None of the above

Q.2) From the following given option identify the theory of management, which explains that Organizations are social entities that are purpose-oriented, sub-divided, consciously structured and designed as coordinated activity systems and Organisation is a system composed of interacting and interdependent parts, called subsystems.

Options:

- A. Content theory
- B. System theory
- C. Scientific theory
- D. Management Theory
- E. None of the above

Q.3) From the following given options identify the leadership style wherein a leader creates harmony in the workplace and make employees happy. The leader attempts to build strong relationships with employees in hopes of building loyalty.

Options:

- A. Democratic Leadership
- B. Paternalistic leadership
- C. Affiliative leadership
- D. Autocratic leadership
- E. None of the above

Q.4) Leadership is the art of motivating a group of people to act toward achieving a common goal. There are different leadership styles, in the same regard, identify the leadership style wherein a leader consults and invites suggestions from fellow team members.

Options:

- A. Produce or Perish Style
- B. Evade and Elude
- C. Task management
- D. Team management
- E. Compromising

Q.5) From the following given options identify the leadership style wherein a leader focuses on supervision, organization and performance and such leaders pay attention to followers' work in order to find faults and deviations.

Options:

- A. Democratic Leadership
- B. Free-rein leadership
- C. Participative leadership
- D. Transactional leadership
- E. None of the above

Q.6) Identify the barrier to communication, wherein word which is used commonly in a particular field but not in other fields. As a result, there is no common understanding between sender and receiver.

Options:

- A. Technical Jargons
- B. Faulty Translations
- C. Use of Gestures having different meanings
- D. Ambiguity of words
- E. None of the above

**PFRDA Grade A 2022
Phase 1 - Management
Recollected
Questions' Answer Key**

Answer Key

Question	Answer	Question	Answer	Question	Answer
1	A	2	B	3	C
4	D	5	D	6	A

PFRDA Grade A 2025 Phase 1 - Management Recollected Questions

Management

Q1. What is the other name for Laissez-faire leadership?

- A. Participative Leadership
- B. Delegative Leadership
- C. Autocratic Leadership
- D. Transactional Leadership
- E. Transformational Leadership

Q2. Which of the following are two factors of Herzberg's Two-Factor Theory of Motivation?

- A. Motivation and Self-Actualisation
- B. Hygiene Factors and Motivators
- C. Extrinsic Rewards and Intrinsic Rewards
- D. Leadership and Supervision
- E. Needs and Wants

Q3. According to Douglas McGregor's Theory X, what assumption is made about people?

- A. People are self-motivated and seek responsibility
- B. People require close supervision and direction
- C. People naturally enjoy work and find it satisfying
- D. People are creative and capable of self-control
- E. People thrive on challenges and innovation

Q4. Which of the following is an example of upward communication?

- A. Assigning tasks to subordinates
- B. Soliciting feedback from employees
- C. Announcing company policies
- D. Giving performance appraisals
- E. Conducting team meetings

**PFRDA Grade A 2025
Phase 1 - Management
Recollected
Questions' Answer Key**

Answer Key

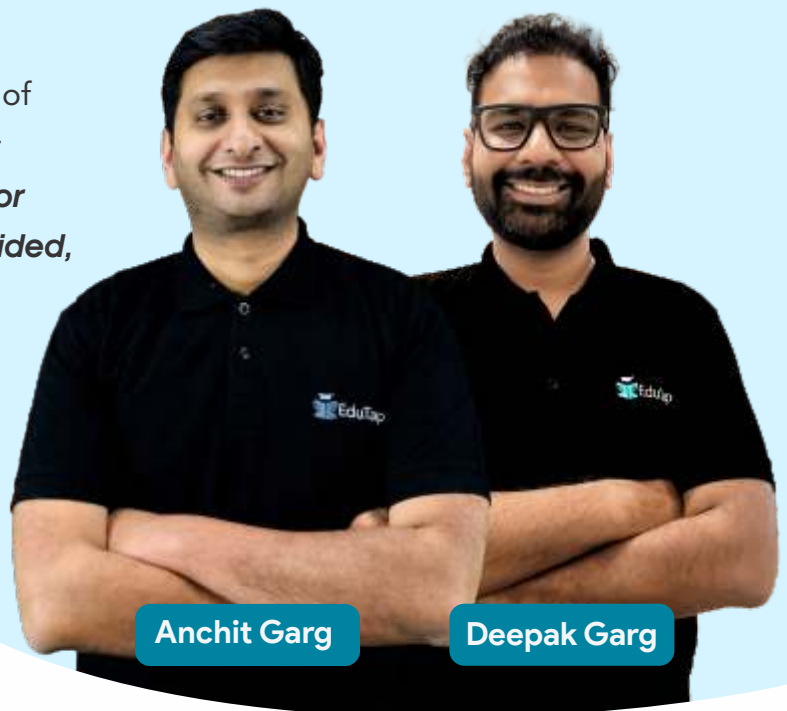
Question	Answer	Question	Answer	Question	Answer
1	B	2	B	3	B
4	B				

What Next?

- 1. Identify Right Source:** Follow the best study resources (books, online courses, videos, etc.) for each topic on the list. Do not follow multiple sources for the same topic but rather follow good sources multiple times.
- 2. Topic Prioritization:** Review the document to identify key topics that require special attention. Prioritize your study schedule based on the significance of each topic in the syllabus. Ensure a balanced approach, allocating more time to critical subjects.
- 3. Width of Syllabus:** Merely going through the syllabus is not enough; Regularly revisit the document to reassess what topics actually need to be covered.
- 4. Depth of Understanding:** Recognize the varying depths at which topics should be covered. While some concepts demand a broad understanding, others require a more in-depth analysis. Tailor your study approach, accordingly, allocating more time to complex topics that demand deeper comprehension.

About Us

We are a passionate team of experienced professionals who understand the challenges of aspirants preparing for government jobs. Our vision is to *"create a nurturing ecosystem for the aspirants so that they can feel safe, guided, and mentored."*



Anchit Garg

Deepak Garg

Our Mission

At EduTap, our mission is to empower students to reach their full potential by providing comprehensive guidance, expert mentorship, and a supportive community. Since our start in 2016, we've grown into a trusted platform for aspirants, delivering exceptional results in government recruitment exams and certifications year after year.

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