

Answers for 2013 glo brite payroll project Study Guide

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The 2013 Glo Brite Payroll Project was a significant initiative undertaken by the company to streamline and enhance its payroll processing system. Given the complexities involved in payroll management—including employee data, tax calculations, deductions, benefits, and compliance—the project required meticulous planning and execution. For employees, HR personnel, and project stakeholders, understanding the solutions and answers related to this project was vital for smooth implementation and ongoing operations. This article aims to provide comprehensive insights into the common questions, challenges, and solutions associated with the 2013 Glo Brite Payroll Project, serving as a valuable resource for those involved or interested in the project.

Overview of the 2013 Glo Brite Payroll Project

Background and Objectives

The Glo Brite Payroll Project was initiated in 2013 to revamp the company's existing payroll system. The goals included:

- Automating payroll processing to reduce manual errors
- Ensuring compliance with relevant tax and labor laws
- Improving accuracy and timeliness of employee payments
- Enhancing data security and confidentiality
- Facilitating easier reporting and audit processes

Scope of the Project

The project covered:

- Employee salary management
- Tax deductions and remittances
- Benefits administration
- Attendance and leave management integration
- Payroll reporting

Common Challenges Faced During the Project

System Integration Issues

Integrating the new payroll system with existing HR and accounting systems often posed technical challenges, including data mismatches and synchronization errors.

Data Accuracy and Migration

Migrating existing employee data into the new system required meticulous verification to prevent discrepancies in salary calculations and deductions.

Compliance and Regulatory Changes

Ensuring that the payroll system adhered to the latest tax laws and labor regulations was crucial, especially as updates frequently occurred.

User Training and Change Management

Staff needed training on the new system functionalities, and resistance to change sometimes delayed full adoption.

Key Solutions and Answers for the 2013 Glo Brite Payroll Project

1. Effective System Integration Strategies

To address integration challenges:

- Utilize middleware solutions that facilitate seamless data exchange between systems.
- Develop APIs (Application Programming Interfaces) for real-time data synchronization.
- Perform phased integration with thorough testing at each stage.

2. Accurate Data Migration Procedures

Ensuring data integrity involved:

- Conducting comprehensive data audits before migration.
- Using automated scripts to transfer data, minimizing manual entry errors.
- Implementing validation checks post-migration to identify inconsistencies.

- Maintaining backups at every stage of data transfer.

3. Compliance with Tax and Labor Laws

Solutions included:

- Working closely with legal and tax experts to stay updated on regulatory changes.
- Configuring the payroll system with dynamic tax tables and deduction rules.
- Scheduling regular system audits to ensure ongoing compliance.

4. User Training and Change Management

To facilitate smooth adoption:

- Organize comprehensive training sessions for HR and payroll staff.
- Create user manuals and quick-reference guides.
- Set up support channels for troubleshooting during the transition period.
- Encourage feedback to improve system usability.

5. Enhancing Security and Confidentiality

Security measures included:

- Implementing role-based access controls.
- Encrypting sensitive employee data both at rest and in transit.
- Regularly updating security patches and conducting vulnerability assessments.

Best Practices for Maintaining the Payroll System Post-Implementation

1. Regular System Updates and Maintenance

Ensuring the payroll system remains compliant and functional:

- Schedule periodic updates aligned with legal changes.
- Perform routine maintenance checks to identify and fix bugs.

2. Continuous Staff Training

Providing ongoing training sessions helps staff stay updated on system features and compliance requirements.

3. Data Backup and Disaster Recovery Planning

Implement robust backup procedures and disaster recovery plans to safeguard payroll data against unforeseen events.

4. Audit and Compliance Checks

Conduct regular internal audits to verify accuracy and adherence to regulations.

Frequently Asked Questions (FAQs) About the 2013 Glo Brite Payroll Project

Q1: How did the project improve payroll processing efficiency?

Answer: The automation of calculations, data integration, and streamlined reporting significantly reduced processing time, minimized errors, and enabled real-time payroll management.

Q2: Were there any challenges faced during system migration, and how were they addressed?

Answer: Yes, challenges such as data mismatches and loss were mitigated through thorough audits, validation checks, and phased migration strategies, ensuring data integrity.

Q3: How did the project ensure compliance with changing tax laws?

Answer: By maintaining close collaboration with legal experts, updating system configurations regularly, and scheduling compliance audits, the project adapted swiftly to legal changes.

Q4: What training resources were provided to staff?

Answer: The project included training workshops, user manuals, quick-reference guides, and ongoing support channels to empower staff with the necessary skills.

Q5: How is data security maintained in the payroll system?

Answer: Through role-based access controls, encryption, secure authentication methods, and

regular security assessments, data confidentiality is preserved.

Conclusion

The 2013 Glo Brite Payroll Project exemplified a successful effort to modernize and optimize payroll management within the organization. The solutions provided addressed technical, regulatory, and human challenges, ensuring a system that is reliable, compliant, and secure. For organizations undertaking similar projects, lessons learned from Glo Brite's experience—such as meticulous planning, phased implementation, continuous staff training, and rigorous data security—are invaluable. Ultimately, the project not only improved operational efficiency but also enhanced employee trust and regulatory compliance, setting a strong foundation for future payroll innovations.

Answers for 2013 GLO BRITE Payroll Project: A Comprehensive Guide

The 2013 GLO BRITE payroll project represented a significant milestone for the company, aiming to streamline payroll processing, enhance data accuracy, and improve overall HR management. As organizations grow, managing payroll becomes increasingly complex, especially when integrating new systems or upgrading existing ones. This guide delves into the common questions, challenges, and solutions related to the 2013 GLO BRITE payroll project, providing insights for HR professionals, payroll specialists, and project managers aiming to optimize their payroll processes.

Understanding the 2013 GLO BRITE Payroll Project

The 2013 GLO BRITE payroll project was initiated to overhaul the company's existing payroll system, aligning it with modern technological standards and ensuring compliance with regulatory requirements. It involved deploying a new payroll software, training staff, migrating data, and establishing procedures for ongoing payroll management.

Key Objectives of the Project

- Automation of payroll processing to reduce manual errors.
- Centralization of payroll data for easier access and reporting.
- Compliance with legal and statutory requirements.
- Integration with other HR functions like attendance, leave management, and tax reporting.
- Enhancement of security and confidentiality of employee data.

Common Questions and Challenges in the 2013 GLO BRITE Payroll Project

- What were the main reasons for replacing the old payroll system?

Many companies, including GLO BRITE, faced challenges with legacy payroll systems that were outdated, prone to errors, and lacked integration capabilities. The new system aimed to:

- Improve data accuracy.
- Reduce processing time.
- Enable real-time reporting.
- Ensure compliance with the latest tax and labor laws.

- How was the data migration handled?

Data migration is critical in any payroll system upgrade. For the 2013 project:

- Existing employee data (personal info, salary details, tax information) was extracted.
- Data was cleaned to eliminate duplicates and errors.
- A phased approach was used to migrate data to minimize disruptions.
- Validation checks ensured data integrity post-migration.

- What training was provided to staff?

Training was a vital component to ensure successful adoption:

- Workshops and hands-on sessions were conducted.
- Training manuals and user guides were distributed.
- Support was available during the initial payroll cycles.
- Continuous feedback channels were established for troubleshooting.

- How did the project address compliance and statutory requirements?

The new payroll system was configured to automatically calculate taxes, social security contributions, and other statutory deductions based on current laws. Regular updates were incorporated to adapt to legal changes.

- What were the major challenges faced during implementation?

Challenges included:

- Resistance to change from staff accustomed to legacy systems.
- Data inconsistencies during migration.
- Technical glitches during initial deployment.
- Ensuring system uptime during critical payroll periods.

Technical Aspects of the 2013 GLO BRITE Payroll System

Software Selection and Customization

The project involved selecting a payroll software that could accommodate GLO BRITE's specific needs. Factors considered included:

- Compatibility with existing HR systems.
- User-friendliness.
- Support for multiple pay structures.
- Reporting capabilities.

Customization involved:

- Setting up salary structures, allowances, deductions.
- Configuring tax brackets and statutory deductions.
- Creating personalized reports for management and statutory bodies.

Integration with Other Systems

Seamless integration was essential:

- Attendance systems provided data for calculating actual hours worked.
- Leave management modules contributed to accurate salary adjustments.
- Banking systems facilitated direct deposit payments.

Security and Data Privacy

Given the sensitivity of payroll data:

- Role-based access controls were implemented.
- Data encryption was employed to protect information.
- Regular audits were conducted to prevent unauthorized access.

Best Practices for Managing the 2013 GLO BRITE Payroll Project

Planning and Stakeholder Engagement

- Establish clear objectives and scope.
- Involve key stakeholders from HR, Finance, IT, and Legal.
- Conduct thorough needs analysis and risk assessments.

Data Management

- Maintain clean and updated employee records.
- Use data validation tools during migration.
- Archive legacy data securely for reference.

Training and Change Management

- Develop comprehensive training programs.
- Communicate benefits and changes effectively.
- Provide ongoing support and refresher sessions.

Testing and Quality Assurance

- Pilot the new system with a small user group.
- Conduct parallel runs to compare outcomes with legacy systems.
- Address issues promptly before full deployment.

Post-Implementation Monitoring

- Regularly review payroll outputs for accuracy.
- Stay updated on legal and regulatory changes.
- Gather user feedback for continuous improvement.

Lessons Learned from the 2013 GLO BRITE Payroll Project

- Early stakeholder involvement facilitates smoother implementation.
- Thorough testing prevents costly errors during payroll processing.
- Clear documentation enhances maintenance and troubleshooting.
- Effective training empowers users and reduces resistance.
- Flexibility and scalability of the system accommodate future growth.

Conclusion

The answers for the 2013 GLO BRITE payroll project reflect a comprehensive effort to modernize payroll processing, improve data accuracy, and ensure legal compliance. While challenges are inevitable in such large-scale projects, adopting best practices, meticulous planning, and stakeholder engagement can significantly enhance success rates. For organizations undertaking similar initiatives, understanding these insights provides a valuable roadmap toward achieving efficient and reliable payroll management.

By analyzing the key aspects of the 2013 project, organizations can better prepare for future upgrades, incorporate technological advancements, and foster a payroll environment that supports overall corporate growth and employee satisfaction.

Question What are the key steps to successfully complete the 2013 Glo Brite payroll project? The key steps include gathering accurate employee data, configuring payroll software, verifying tax and deduction calculations, conducting test runs, and ensuring compliance with relevant regulations before full deployment. **Answer** How can I troubleshoot common issues encountered during the 2013 Glo Brite payroll project? Common issues can be addressed by reviewing data entry accuracy, checking system configurations, consulting the payroll software documentation, and collaborating with the IT or payroll support team for technical assistance. What are some best practices for ensuring data security in the 2013 Glo Brite payroll project? Best practices include restricting access to sensitive payroll data, implementing secure authentication protocols, regularly updating passwords, performing data backups, and adhering to data protection policies. How does the 2013 Glo Brite payroll project ensure compliance with tax regulations? The project incorporates automatic tax calculations based on the latest regulations, regular updates to payroll software, and periodic audits to ensure all processes align with current tax laws and reporting requirements. What training resources are available for employees involved in the 2013 Glo Brite payroll project? Training resources include user manuals, online tutorials, webinars, and support from the payroll software vendor, as well as internal training sessions conducted by the HR or payroll departments.

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tutorial, payroll compliance 2013, employee records GLO Brite, payroll management Nigeria

GK QUESTION AND ANSWERS 2013

gk question and answers 2013

In the realm of general knowledge, staying updated with questions and answers from past years is essential for competitive exams, quizzes, and enhancing overall awareness. The year 2013 was significant in shaping various global and national events, and many questions from that year continue to be relevant for aspirants preparing for various exams. This article provides a comprehensive compilation of GK questions and answers from 2013, covering topics ranging from politics and history to science and sports, ensuring you are well-prepared to test your knowledge or prepare for future examinations.

Introduction to GK Questions and Answers 2013

General Knowledge (GK) is a vital component of competitive exams such as UPSC, SSC, banking exams, and school-level tests. Questions from 2013 reflect the political, economic, scientific, and cultural developments of that period. Familiarity with these questions helps aspirants understand the types of questions asked and the areas where they need to focus their studies.

In 2013, several landmark events took place worldwide and in India. These events have been frequently asked in various exams, making it necessary to revise and memorize key facts. The following sections provide a detailed overview of important GK questions from 2013, categorized for easy understanding.

Political and International GK Questions of 2013

Major Political Events

- Question: Who became the Prime Minister of India after the 2013 general elections?

Answer: Narendra Modi

- Question: Which country hosted the G20 Summit in 2013?

Answer: Russia (St. Petersburg)

- Question: Who was the President of the United States in 2013?

Answer: Barack Obama

International Organizations and Leaders

- Question: Who was the Secretary-General of the United Nations in 2013?

Answer: Ban Ki-moon

- Question: Which country held the BRICS Summit in 2013?

Answer: South Africa

Important Political Events in India (2013)

- Question: Which Indian state experienced a significant political change in 2013 with the formation of a new government?

Answer: Andhra Pradesh (Reorganization into Telangana)

- Question: Name the President of India in 2013.

Answer: Pranab Mukherjee

Economics and Financial GK Questions 2013

- Question: What was India's GDP growth rate approximately in 2013?

Answer: Around 5.0%

- Question: Which major Indian bank announced the launch of the first mobile banking app in

2013?

Answer: State Bank of India (SBI)

- Question: What was the international price of gold per ounce in 2013?

Answer: Approximately \$1,200 to \$1,400 (varied throughout the year)

Science and Technology GK Questions 2013

Space and Astronomy

- Question: Which planet's mission was launched by NASA in 2013?

Answer: Mars Rover (Curiosity) continued its mission, and NASA launched the MAVEN spacecraft to study Mars' atmosphere.

- Question: What is the name of the satellite launched by India in 2013?

Answer: Mars Orbiter Mission (Mangalyaan)

Innovations and Discoveries

- Question: Which breakthrough in medical science was announced in 2013 involving gene editing?

Answer: Advancements in CRISPR gene-editing technology gained worldwide attention.

- Question: What significant discovery was made in 2013 related to the Higgs boson?

Answer: Confirmation of the Higgs boson particle's properties by CERN scientists.

Sports GK Questions from 2013

- Question: Who won the ICC Cricket World Cup in 2013?

Answer: India won the ICC Champions Trophy (not the World Cup) in 2013.

- Question: Which athlete set a new world record in the 100 meters sprint in 2013?

Answer: Usain Bolt

- Question: Who was the captain of the Indian cricket team during the 2013 Champions Trophy?

Answer: Mahendra Singh Dhoni

Important Awards and Honors of 2013

- Question: Who received the Nobel Peace Prize in 2013?

Answer: Organisation for the Prohibition of Chemical Weapons (OPCW)

- Question: Which Indian was awarded the Padma Vibhushan in 2013?

Answer: Several individuals received the award, including Dr. A.P.J. Abdul Kalam (posthumously) and others across various fields.

World and Cultural GK Questions of 2013

Notable Events and Festivals

- Question: Which city hosted the 2013 G20 Summit?

Answer: St. Petersburg, Russia

- Question: Which major festival was celebrated globally in 2013?

Answer: The 150th anniversary of Mahatma Gandhi's birth was commemorated worldwide.

Books, Films, and Literature

- Question: Which film won the Academy Award for Best Picture in 2013?

Answer: "Argo"

- Question: Name the Nobel Prize-winning author who published a notable work in 2013.

Answer: Alice Munro received the Nobel Prize in Literature in 2013.

Environmental and Geographical GK Questions 2013

- Question: Which natural disaster caused widespread devastation in the Philippines in 2013?

Answer: Typhoon Haiyan (Yolanda)

- Question: Which mountain was declared the highest in the world after reevaluation in 2013?

Answer: Mount Everest (still the highest, but the height was confirmed to be 8,848.86 meters after a 2013 survey)

Conclusion: Importance of GK Questions from 2013

Studying GK questions from 2013 provides insight into the major global and national events of that year. Such questions are frequently revisited in competitive exams, quizzes, and interviews. Keeping a record of these questions helps aspirants build a strong foundation in general knowledge, improves their chances of success, and keeps them informed about world affairs.

Regular revision of past GK questions, like those from 2013, ensures that learners stay sharp and confident. Whether you are preparing for a competitive exam or just aiming to enhance your knowledge base, focusing on important questions from previous years is an effective strategy.

Tips for Preparing GK Questions and Answers 2013 and Beyond

- Create a dedicated GK notebook with questions and answers from each year.
- Use online quizzes and apps to test your knowledge regularly.
- Watch news summaries and documentaries related to major events of 2013.
- Join GK discussion groups or forums for interactive learning.
- Revise periodically to retain facts effectively.

By consistently updating your GK with questions from past years like 2013, you will develop a comprehensive understanding of important facts, trends, and historical events that shape our world today.

Note: This compilation is not exhaustive but highlights some of the most significant GK questions from 2013. For a more detailed study, refer to year-specific GK books, competition archives, and official exam syllabi.

GK Question and Answers 2013: A Comprehensive Guide to the Year's General Knowledge

Introduction

GK question and answers 2013 serve as a valuable resource for students, competitive exam aspirants, and trivia enthusiasts seeking to test and expand their general knowledge base. The year 2013 marked significant developments across various domains—politics, science, sports, awards, and world events—that are often reflected in GK questions. This article aims to delve into the notable questions and answers from 2013, providing readers with an in-depth understanding of the year's important facts, along with contextual insights to enhance learning and retention.

The Significance of GK Questions from 2013

Every year, general knowledge questions evolve based on current affairs, discoveries, and global happenings. The 2013 GK set is particularly interesting because it encapsulates pivotal moments that influenced the world and India alike. For aspirants, mastering these questions not only boosts exam scores but also enriches their awareness about recent history and ongoing global developments.

Major Themes in GK Question and Answers 2013

The GK questions from 2013 broadly cover the following themes:

- Political and International Events
- Science and Technology
- Sports Achievements
- Awards and Honors
- Economics and Business
- Environment and Ecology
- Miscellaneous and Miscellaneous Trivia

Let's explore each of these themes in detail.

Political and International Events in 2013

Key Political Developments

2013 was marked by major political shifts and international diplomacy. Some of the notable questions include:

- Who was the Secretary-General of the United Nations in 2013?

Answer: Ban Ki-moon

- Which country experienced a significant political crisis leading to the resignation of its Prime Minister in 2013?

Answer: Italy (Prime Minister Silvio Berlusconi resigned, and Enrico Letta took charge)

- In 2013, which nation became the first African country to qualify for the FIFA World Cup?

Answer: Algeria

- Name the Indian politician who was elected as the President of India in 2012 and held office throughout 2013.

Answer: Pranab Mukherjee

Major International Events

- What was the name of the historic agreement signed between the U.S. and Afghanistan in 2013 regarding the future presence of U.S. troops?

Answer: The Bilateral Security Agreement (BSA)

- Which country hosted the 2013 ICC Champions Trophy in cricket?

Answer: England

Notable Political Figures

- Who was appointed as the new Prime Minister of Bangladesh in 2013?

Answer: Sheikh Hasina (re-elected in 2013)

Science and Technology Highlights of 2013

Breakthrough Discoveries and Innovations

2013 saw several scientific breakthroughs, often forming the basis of GK questions:

- Which planet was officially classified as a dwarf planet in 2013 by the International Astronomical Union?

Answer: Pluto

- What was the name of the first commercially available 3D printer launched in 2013?

Answer: The first commercial 3D printer was the MakerBot Replicator 2

- In 2013, which country launched the Mars Orbiter Mission?

Answer: India (ISRO launched Mars Orbiter Mission, Mangalyaan)

- Which technology giant announced the release of Windows 8.1 in 2013?

Answer: Microsoft

Scientific Milestones

- What significant discovery regarding the Higgs boson was announced in 2013?

Answer: Confirmation of the Higgs boson particle by CERN scientists

- Which gene-editing technology gained prominence in 2013?

Answer: CRISPR-Cas9

Sports Achievements in 2013

Sports frequently dominate GK questions, and 2013 was no exception:

- Who won the FIFA Ballon d'Or award in 2013?

Answer: Cristiano Ronaldo

- Which country won the ICC Champions Trophy 2013?

Answer: India

- Who became the first Indian to win a gold medal at the World Wrestling Championships in 2013?

Answer: Sushil Kumar

- Name the Indian cricket team captain in 2013 during the ICC Champions Trophy.

Answer: Mahendra Singh Dhoni

- Which athlete set a new world record in the men's 100 meters in 2013?

Answer: Usain Bolt (though he equaled his own record, he remained the fastest)

Awards and Honors of 2013

This section includes notable awards conferred in 2013:

- Who was awarded the Nobel Peace Prize in 2013?

Answer: Organisation for the Prohibition of Chemical Weapons (OPCW)

- Who received the Bharat Ratna, India's highest civilian award, in 2013?

Answer: Atal Bihari Vajpayee (posthumously awarded in 2015, but discussions and recognitions related to his leadership were prominent in 2013)

- Which film won the Best Picture at the 85th Academy Awards in 2013?

Answer: "Argo"

- Who was awarded the Booker Prize in 2013?

Answer: Eleanor Catton for her novel The Luminaries

Economic and Business Developments in 2013

- Which country's economy was the fastest-growing among G20 nations in 2013?

Answer: China

- What major global company announced a significant acquisition or merger in 2013?

Answer: Facebook announced the acquisition of Instagram in 2012, but its impact was felt through 2013; additionally, in 2013, Apple announced the iPhone 5s and 5c launch.

- Which Indian company became the most valuable in market capitalization in 2013?

Answer: Reliance Industries

Environment and Ecology in 2013

- What major environmental event occurred along the Indian coast in 2013?

Answer: The massive cyclone Phailin struck the eastern coast of India

- Which animal was declared extinct in the wild in 2013?

Answer: The Western Black Rhinoceros (though the process was ongoing, the IUCN officially declared it extinct in 2013)

- What was the theme of Earth Day 2013?

Answer: "The Face of Climate Change"

Miscellaneous Trivia and Noteworthy Facts

- Which viral social media phenomenon gained popularity in 2013?

Answer: The "Harlem Shake" videos

- What was the name of the popular gaming console launched by Sony in 2013?

Answer: PlayStation 4

- Which iconic Indian space manned mission was announced but not launched in 2013?

Answer: The Indian Human Spaceflight Program, later named Gaganyaan, was in planning stages during 2013.

How to Use 2013 GK Questions for Competitive Exams

Understanding the pattern and types of questions from 2013 can greatly improve preparation strategies:

- Focus on current affairs around 2013, including political changes, international treaties, and scientific breakthroughs.
- Keep abreast of sports achievements and awards handed out during that year.
- Regularly revise world events and Indian history and polity to grasp the context behind

questions.

- Practice with mock tests that incorporate GK questions from 2013 to improve speed and accuracy.

Conclusion

GK question and answers 2013 encapsulate a year of remarkable global and national milestones. From scientific discoveries to political upheavals, and from sporting triumphs to cultural accolades, the year offers a rich tapestry of knowledge. Aspiring learners and competitive exam candidates can leverage this information to build a strong foundation in general knowledge. As history often repeats itself or gets referenced, understanding the events of 2013 not only prepares you for exams but also enhances your awareness of recent global developments.

By delving into the questions and answers from 2013, enthusiasts can appreciate how the world evolved during that period and how those events continue to influence current affairs. Staying updated with such historical GK points ensures that you remain well-informed and ready for any quiz or exam that tests your breadth of knowledge.

Remember: Consistency is key. Regular revision of GK questions from past years like 2013 will strengthen your overall preparedness and boost confidence in any competitive scenario.

QuestionAnswer What was the major international event that took place in 2013? One of the major international events in 2013 was the election of Pope Francis as the 266th Pope of the Roman Catholic Church. Which country hosted the 2013 ICC Champions Trophy in cricket? England hosted the 2013 ICC Champions Trophy. Who was awarded the Nobel Peace Prize in 2013? The Nobel Peace Prize in 2013 was awarded to the Organisation for the Prohibition of Chemical Weapons (OPCW). What significant technological advancement was made in 2013? In 2013, the Bitcoin cryptocurrency gained widespread attention and saw a significant rise in value. Which film won the Best Picture Oscar in 2013? The film 'Argo' won the Best Picture Oscar at the 85th Academy Awards in 2013. What was a major scientific discovery or achievement in 2013? NASA's Curiosity rover discovered evidence of ancient freshwater lakes on Mars in 2013. Which country became the first to approve a vaccine for Ebola in 2013? Sierra Leone became the first country to approve an Ebola vaccine in 2013. Who was the Prime Minister of India in 2013? Manmohan Singh was the Prime Minister of India in 2013.

Related keywords: general knowledge, quiz, trivia, current affairs, GK questions, GK answers, 2013 events, general awareness, competitive exams, quiz questions

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