

**BA PSYCHOLOGY
FIFTH SEMESTER
INDUSTRIAL PSYCHOLOGY
BPY – 504**

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Industrial psychology is concerned with people's work-related _____, _____, and behaviors.
a. behavior, context
b. values, attitudes
c. ergonomics, evaluation
d. test, behavior
2. Industrial psychology studies the causation of
a. Values
b. Context
c. Behavior
d. Attitudes
3. Industrial psychology considers _____ along with people.
a. Behavior
b. Values
c. Attitudes
d. Context
4. Human engineering is also called
a. Ergonomics
b. Behavior
c. Context
d. Values
5. _____ involves shifting an employee from one job to another after a certain period of time in such a way as to provide exposure to different jobs.
a. Job Enlargement
b. Job rotation
c. Job Enrichment
d. Job relocation
6. A popular trend emerging as a result of technological advancement is _____.
a. Telecommuting
b. Survey
c. Questionnaire
d. None of the above
7. Which of the following is not a motivational factor?
a. Achievement
b. Growth
c. Advancement
d. Job security
8. _____ are comprised of social and self-esteem needs of Maslow's hierarchy model.
a. Relatedness needs
b. Existence needs
c. Growth needs
d. All of the above
9. _____ refers to the attraction of the outcome to an individual.
a. Expectancy
b. Valence
c. Instrumentality
d. Conditioning

10. _____ an employee compares himself with another individual inside his current organization.
 - a. Other-Inside
 - b. Self-Inside
 - c. Self-outside
 - d. Other-Outside
11. Groups in an organization are also made up of
 - a. Cliques
 - b. Leadership
 - c. Management
 - d. Need
12. Groups are also important sources of _____ satisfaction for their members.
 - a. Leadership
 - b. Need
 - c. Management
 - d. Cliques
13. Informal groups emerge without being _____ designated by the organization.
 - a. Leadership
 - b. Management
 - c. Officially
 - d. Cliques
14. A community phenomenon, crossing hierarchical levels is called
 - a. Leadership
 - b. Management
 - c. Cliques
 - d. Grapevine
15. Hearsay and Blanchard's theory of leadership is based on:
 - a. Situational theory
 - b. Leadership
 - c. Management
 - d. Cliques
16. The final step in the selection process is _____.
 - a. Placement
 - b. Attracting
 - c. Interview
 - d. Perception
17. The process of selecting the most desirable candidates for a job is
 - a. Placement
 - b. Selection
 - c. Attracting
 - d. Interview
18. The formal assessment of employees by their managers is
 - a. Performance Management
 - b. Performance Agreement
 - c. Performance appraisal
 - d. Performance Act
19. Dynamic organizations adopt a planned approach towards the maintenance of
 - a. Performance
 - b. Skills
 - c. Managers
 - d. Human resources
20. A _____ skilled employee is more efficient.
 - a. Trained
 - b. Performance
 - c. Managers
 - d. Morale

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

[Answer question no.1 & any four (4) from the rest]

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|---|--------|
| 1. What is industrial psychology? What is the scope? | 5+5=10 |
| 2. Compare Alderfer's theory and Maslow's need hierarchy theory. Identify the core need of Alderfer's theory by citing examples. | 5+5=10 |
| 3. Describe the importance of motivation in an organizational context. What are the different types of motivators in an organization? | 6+4=10 |
| 4. Describe the major fields of industrial psychology. Write the characteristics of industrial psychology. | 5+5=10 |
| 5. Describe leadership. Write about the leadership styles. | 5+5=10 |
| 6. Describe the approaches to leadership. Describe the nature of leadership. | 5+5=10 |
| 7. Describe selection. Describe the techniques of selection. | 5+5=10 |
| 8. Describe performance appraisal. Write the ethics and limitations. | 5+5=10 |

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