

BA PSYCHOLOGY
FIFTH SEMESTER [SPECIAL REPEAT]
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. The average person has an inherent dislike for work and will avoid it if he or she can _____ is an example of
 - a. Theory Y
 - b. Theory X
 - c. Vroom's expectancy theory
 - d. Control theory
2. _____ is the process of influence exerted by an individual over the others in order to motivate them towards a common goal
 - a. Management
 - b. Leadership
 - c. Ownership
 - d. All of the above
3. Which is not Past oriented method
 - a. Checklist
 - b. Forced Choice method
 - c. 360 degree feedback
 - d. Forced distribution method
4. Ohio state studies belong to which of the following theories?
 - a. Trait theory
 - b. Situational theory
 - c. Behavioral theory
 - d. Control theory
5. Off the job training is also called _____
 - a. Lecture method
 - b. Orientation programme
 - c. Rapport building
 - d. Demonstration method
6. _____ This style of leadership is characterized by a father-like leader
 - a. Paternalistic style
 - b. Laissez-faire style
 - c. Democratic style
 - d. None of the above
7. Industrial psychology studies causation of _____
 - a. Behavior
 - b. Attitude
 - c. Mental ability
 - d. Performance
8. Competence is an example of _____
 - a. Physiological need
 - b. Security need
 - c. Esteem need
 - d. Safety need
9. What makes Industrial Psychology empirical in nature?
 - a. Observation method
 - b. Interview method
 - c. Experimenter method
 - d. All of the Above

10. Alderfer's theory was revised version of _____ theory
 - a. Lewin theory
 - b. Malsow's theory
 - c. Vroom theory
 - d. None of the above
11. _____ is a field in which industrial psychologists have contributed significantly.
 - a. Ergonomics
 - b. Empirical study
 - c. Human resource management
 - d. Business management
12. The Psychology of Industrial Efficiency is a book written by _____.
 - a. Dr. NN Sengupta
 - b. Hugo Munsterberg
 - c. Fredrick Taylor
 - d. Elton Mayo
13. _____ is the type of training which involves learning by doing relies on demonstration.
 - a. Off the job training
 - b. On- the job training
 - c. Sensitive training
 - d. Internship training
14. nAch indicates
 - a. Need for affiliation
 - b. Need for Power
 - c. Need for Achievement
 - d. Need for affirmation
15. Douglas McGregor , has given the theory _____.
 - a. Goal setting theory
 - b. Theory X and Y
 - c. Self efficacy theory
 - d. Control theory
16. Least preferred co-worker theory as propounded by
 - a. Fiedler
 - b. Vroom
 - c. Maslow
 - d. None of the above
17. The final step in selection process is _____ of candidate to their job and workplace
 - a. Recruitment
 - b. Interview
 - c. Placement
 - d. Assessment
18. Which among the following is not termed as Hygiene factors?
 - a. Salary
 - b. Supervision
 - c. Work environment
 - d. Responsibility
19. BARS stands for _____.
 - a. Behaviorally anchored rating scales
 - b. Behavior Anchor Rate scales
 - c. Balanced Assessment rating scales
 - d. Balanced Score card
20. KSA implies for _____.
 - a. Knowledge, Skill and Attitude
 - b. Knowledge, Skill and Aptitude
 - c. Knowledge, Social skill and Ability
 - d. Knowledge, Skills, Abilities

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

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| 1. Make a critical analysis of Maslow's theory. Describe the importance of motivation in organization. | 10 |
| 2. a) What do you mean by performance appraisal?
b) Do you think for employee development performance appraisal is important? Justify. | 2+8=10 |
| 3. a) What are the three sets of needs defined by Alderfer? Define Self-actualization need.
b) State the importance of leadership. What are the different style of leadership | 5+5=10 |
| 4. a) 'Selection is the process of rejection' Justify.
b) How is Past-oriented method different from Future-oriented method? Explain any three past oriented methods. | 5+2+3=10 |
| 5. Explain the hygiene and motivational factor in reference to Herzberg's Motivation-Hygiene Theory | 5+5=10 |
| 6. Discuss the determinants of job satisfaction citing real life examples. | 10 |
| 7. a) 'Good working conditions improve Productivity'. Comment.
b) If you are appointed to evaluate a training program, how will you do it? | 5+5=10 |
| 8. a) What are important characteristics which reflect the nature of leadership?
b) Differentiate between leadership and management. | 5+5=10 |

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