

Total No. of Questions: 6

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Enrollment No.....



Faculty of Engineering
End Sem (Odd) Examination Dec-2022
CB3EL02 Psychology

Programme: B.Tech.

Branch/Specialisation: CSBS

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d.

- Q.1 i. Which of the following is a written summary of the minimum qualification required of a worker to fill a specific job? **1**
(a) Job description (b) Job analysis
(c) Job specification (d) Job design
- ii. Which of these is the most important external factor governing recruitments? **1**
(a) Sons of soil (b) Labour market
(c) Unemployment rate (d) Supply and demand
- iii. Which of the following is most focused on the characteristics of the workers? **1**
(a) Ergonomics (b) Human relation approach
(c) Scientific management (d) Industrial psychology
- iv. The two approaches that HR managers use to determine the validity of criteria are- **1**
(a) Past performance and future strategies.
(b) Concurrent validity and predictive validity.
(c) Subjective observation and behavioral pattern.
(d) Performance validity and result validity
- v. Goal Setting theory states that performance is highest for- **1**
(a) Specific, difficult, accepted goals that are coupled with feedback
(b) Vague goals with little directions
(c) Overly ambitious and unrealistic Goals
(d) Easily accomplishable goals that do not challenges you

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[2]

- vi. Which of the following terms refers to educating, instructing and training subordinates, usually related to daily task? **1**
(a) Mentoring (b) Coaching (c) Appraising (d) Grading
- vii. Rearrange the steps of Maslow's need hierarchy theory. **1**
I. Self - Actualisation needs
II. Physiological needs
III. Belongingness and love needs
IV. Self - esteem needs
V. Safety needs
(a) I, II, III, IV, V (b) I, IV, III, II, V
(c) IV, III, II, V, I (d) I, IV, III, V, II
- viii. The concept that focuses on the availability of jobs to all the individuals without any discrimination is classified as **1**
(a) Equal employment opportunity
(b) Non-discrimination opportunity
(c) Opportunity of equality
(d) None of these
- ix. The factors shape the culture of a work group or organization include: **1**
(a) Structure and size (b) Leadership
(c) Nature of business (d) All of these
- x. A _____ is a document that defines the team's mission, boundaries, the background of the problem, the team's authority and duties, and resources. **1**
(a) Team (b) Team charter
(c) Team work (d) Work manual
- Q.2 i. Write a note on competency modelling. **2**
ii. What are the major fields of I/O psychology? **3**
iii. Define recruitment. Explain in detail the process of recruitment and selection. **5**
- OR iv. Define job analysis. Give a brief account of the techniques to conduct job analysis. **5**
- Q.3 i. Why validity is important in psychological test? **2**

[3]

- ii. Analyze interview as an assessment technique. **8**
- OR iii. Explain difference between use of cognitive tests and tests of physical abilities in testing applicants. **8**
- Q.4 i. Write a brief note on coaching. **3**
ii. State the characteristics of performance goals. What precautions should be taken while prescribing performance goal? **7**
- OR iii. What do you mean by performance evaluation? What is the purpose of performance evaluation? **7**
- Q.5 i. Define term motivation. Explain any one motivation theory of your choice. **4**
ii. "Fairness matter in managing diversity "comment. **6**
- OR iii. List out and explain the factors affecting employee satisfaction. **6**
- Q.6 Attempt any two:
i. Define stress. Elaborate commonly used stress coping strategies in Indian organizations. **5**
ii. Explain various styles of leadership and discuss their application. **5**
iii. What are the various factors that influence organisational climate? **5**

Marking Scheme
CB3EL02 Psychology

Q.1	i)	Job Specification	1
	ii)	Supply and demand	1
	iii)	Human Relation Approach	1
	iv)	Concurrent validity and predictive validity.	1
	v)	Specific, Difficult, Accepted Goals that are coupled with feedback	1
	vi)	Coaching	1
	vii)	ADCEB	1
	viii)	Equal Employment Opportunity	1
	ix)	All of the above	1
	x)	Team Charter	1
Q.2	i.	Write a note on competency modelling. Definition -2 Marks	2
	ii.	What are the major fields of I/O Psychology? List at least 6-8 fields. -0.5 to 0.3 Marks each field	3
	iii)	Define Recruitment. Explain in detail the process of recruitment and selection. Definition -2 Marks Process -3 Marks	5
OR	iv.	Define Job Analysis, give a brief account of the techniques to conduct job analysis. Definition -2 Marks Techniques used to conduct job analysis -3 Marks	5
Q.3	i.	Why validity is important in psychological test? Importance of Validity in psychological test -2 Marks	2
	ii.	Analyze interview as an assessment technique. Interview -2 Marks Analysis -6 Marks	8
OR	iii	Explain difference between use of cognitive tests and tests of physical abilities in testing applicants.	8

Q.4	i.	Write a brief note on coaching. Definition -1 Marks Concept -2 Marks	3
	ii.	State the characteristics of performance goals. What precautions should be taken while prescribing Performance Goal? Definition of performance goals -1 Marks characteristics of performance goals -3 Marks precautions -3 Marks	7
OR	iii	What do you mean by performance evaluation? What is the purpose of performance evaluation? Performance evaluation -2 Marks Purpose of Performance evaluation -5 Marks	7
Q.5	i.	Define term Motivation. Explain any one motivation theory of your choice. Definition -1 Marks Theory: Name & Introduction -1 Marks Elaboration -2 Marks	4
	ii.	“Fairness Matter in Managing Diversity “comment. Fairness & Diversity -2 Marks Why it is crucial? -4 Marks	6
OR	iii	List out and explain the factors affecting employee satisfaction. List of Factors -2 Marks Explanation -4 Marks	6
Q.6		Attempt any two:	
	i.	Define Stress. Elaborate commonly used stress coping strategies in Indian organizations. Stress -1 Marks Coping Strategies -4 Marks	5
	ii.	Explain various styles of leadership and discuss their application. Styles -3 Marks Applications -2 Marks	5
	iii	What are the various factors that influence organisational climate?	5

		Climate Factors	-1 Mark - 4 Marks	
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