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|-----|--|----------|---|---|
| Q.6 | i. Discuss the relationship between organizational culture and employee performance. | 3 | 3 | 5 |
| ii. | Explain how stress management programs can improve organizational climate and employee well-being. | 7 | 4 | 5 |
| OR | iii. A consulting firm is experiencing poor teamwork and a lack of employee engagement. Recommend strategies to improve the organizational climate and foster collaboration among teams. | 7 | 6 | 5 |

Total No. of Questions: 6

Total No. of Printed Pages: 4

Enrollment No.....



**Faculty of Engineering
End Sem Examination Dec 2024**

CB3EL02 Psychology

Programme: B.Tech.

Branch/Specialisation: CSBS

Maximum Marks: 60

Duration: 3 Hrs.

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. Assume suitable data if necessary. Notations and symbols have their usual meaning.

		Marks	BL	PO	CO	PSO
Q.1	i. What is the primary focus of industrial/organizational psychology?	1	1	1	1	
	(a) Understanding consumer behavior					
	(b) Improving employee productivity and well-being					
	(c) Conducting market research					
	(d) Studying economic policies					
ii.	Which of the following is a key component of job analysis?	1	2	1	1	
	(a) Employee satisfaction surveys					
	(b) Recruitment advertising					
	(c) Identifying key job duties and responsibilities					
	(d) Performance appraisals					
iii.	What is the primary purpose of validating selection tests?	1	3	1	2	
	(a) To reduce the cost of hiring					
	(b) To ensure legal compliance					
	(c) To predict job performance accurately					
	(d) To increase employee engagement					
iv.	Which of the following is an example of a screening method?	1	1	1	2	
	(a) Structured interviews					
	(b) Reference checks					
	(c) Psychometric tests					
	(d) Personality inventories					

Scheme of Marking

CB3EL02 Industrial Psychology

Q.1			
i)	B. Improving employee productivity and well-being	1	ii.
ii)	C. Identifying key job duties and responsibilities	1	OR
iii)	C. To predict job performance accurately	1	iii.
iv)	B. Reference checks	1	Discuss the legal and ethical considerations in using selection tests for employee screening. 2 marks + 6 marks
v)	C. Enhancing employee performance through guidance	1	A retail company is hiring cashiers for its outlets. Design a screening method and validation process that ensures they hire trustworthy and efficient employees. 2 marks + 6 marks
vi)	D. All of the above	1	
vii)	B. Equity Theory	1	
viii)	D. All of the above	1	
ix)	B. The shared perception of the workplace environment	1	
x)	B. Setting a vision and influencing	1	
Q.2			
i.	Define job analysis.	2	Q.4
ii.	Write a detailed note on the Legal Context of Industrial Psychology.	3	i. Discuss the role of feedback in improving employee performance. 1 mark for each (1 mark * 3)
iii.	Differentiate between job evaluation and competency modeling with suitable examples. At least 4 differences and one example	5	ii. Explain the key differences between performance coaching and performance evaluation with examples. 1 mark for each (1 mark * 7)
OR			
iv.	Explain the significance of job analysis in Industrial/Organizational Psychology and its impact on recruitment and employee well-being.	4 marks + 1 mark 5	OR
		3 marks	iii. Explain various performance appraisal methods with their pros, cons, and application areas. 1 mark for each (1 mark * 7)
		1 mark	
		1 mark	
Q.3			
i.	Steps only	2	Q.5
	Define the Purpose of the Test, Conduct a Job Analysis, Develop Test Content, Pilot Testing, Assess Reliability, Assess Validity (Content Validity, Criterion-Related Validity, Construct Validity), Check for Legal and Ethical Compliance, Revise and		i. Define Organizational Culture
			ii. A manufacturing company observes low employee morale and motivation despite offering competitive salaries. Design an intervention program to improve satisfaction and commitment.
			OR
			iii. Propose strategies to enhance employee satisfaction and commitment in a startup environment. 4 marks + 4 marks
Q.6			
			i. Discuss the relationship between organizational culture and employee performance.
			ii. Explain how stress management programs can improve organizational climate and employee well-being. 3 marks + 3 marks
			iii. A consulting firm is experiencing poor teamwork and a lack of employee engagement. Recommend strategies to improve the organizational climate and foster collaboration among teams.
			1 mark for each (1 mark * 7)
