

Enrollment No.....



Faculty of Management Studies

End Sem Examination Dec-2023

MS3EH05 Industrial & Organizational Psychology

Programme: BBA

Branch/Specialisation: Management

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

- Q.1 i. What is the primary focus of industrial psychology? **1**
- (a) Studying animal behavior in industrial settings
 - (b) Analyzing the psychological aspects of employees in the workplace
 - (c) Examining the physical infrastructure of industrial facilities
 - (d) Investigating the financial performance of companies
- ii. Which of the following is not a typical function of industrial psychology? **1**
- (a) Employee selection and assessment
 - (b) Workplace safety and ergonomics
 - (c) Financial management of industrial organizations
 - (d) Employee motivation and satisfaction
- iii. Why is it essential for organizations to consider individual differences in job roles? **1**
- (a) To standardize job performance and minimize diversity
 - (b) To ensure everyone performs the same tasks regardless of their abilities
 - (c) To tailor job assignments, training, and support to maximize employee effectiveness
 - (d) To create a rigid and inflexible work environment
- iv. How can well-designed training programs impact individual differences in the workplace? **1**
- (a) Training programs have no effect on individual differences.
 - (b) Training can eliminate individual differences.
 - (c) Training can enhance skills and competencies while accommodating individual differences
 - (d) Training is only beneficial for employees with no individual differences

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- v. Which of the following is not an application of occupational psychology? **1**
 (a) Selection and recruitment (b) Workplace safety and ergonomics
 (c) Marketing strategies (d) Employee counseling
- vi. What does human engineering primarily involve? **1**
 (a) The study of ecological systems in the workplace
 (b) Designing work environments and tools to match human capabilities
 (c) Researching animal behavior in work settings
 (d) Analyzing financial performance indicators of employees
- vii. When did industrial and organizational psychology emerge as a distinct field? **1**
 (a) In the 18th century (b) In the early 20th century
 (c) In ancient Greece (d) In the 19th century
- viii. Which of the following is not a characteristic of a reliable psychological test? **1**
 (a) Consistency in measurement over time
 (b) Freedom from bias or prejudice
 (c) Precision in measurement
 (d) Dependability and stability
- ix. Stress management in the workplace primarily aims to- **1**
 (a) Eliminate all sources of stress for employees.
 (b) Increase stress levels to boost productivity.
 (c) Help employees cope with and reduce stress levels.
 (d) Promote competition among employees to manage stress.
- x. Efficiency at workplace primarily focuses on- **1**
 (a) Maximizing workload without considering quality.
 (b) Achieving tasks with minimal effort.
 (c) Minimizing workplace social interactions.
 (d) Ignoring employee well-being.
- Q.2 i. Identify and discuss one limitation of industrial psychology in its application to real-world industrial settings. **2**
- ii. What is the scope of industrial psychology? How does it relate to the field of psychology as a whole? **3**
- iii. What unique aspects of industrial psychology distinguish it from other branches of psychology? How do these aspects contribute to its relevance in the business world? **5**
- OR iv. List and briefly explain three key functions or activities of industrial psychology in the context of the workplace. **5**

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- Q.3 i. Define individual differences on the basis of personality traits. **2**
 ii. How can organizations design training programs to accommodate individual differences among employees? **8**
- OR iii. What are the potential challenges that organizations may face when trying to manage and leverage individual differences in the workplace? **8**
- Q.4 i. How can the application of psychological principles contribute to the design of better workplace? **3**
 ii. Explain the key areas of application of occupational psychology, such as selection, placement, counseling, and training. Provide examples to illustrate the significance of psychological principles in these areas. **7**
- OR iii. How does occupational psychology contribute to improving employee well-being and organizational productivity? **7**
- Q.5 i. Define psychological testing. **4**
 ii. Discuss the importance of industrial and organizational psychology in today's workplace. **6**
- OR iii. What are the techniques of assessing reliability and validity in psychological testing? **6**
- Q.6 Attempt any two:
 i. Write a detailed note on stress-coping strategies' adopted by the organizations. **5**
 ii. Discuss the significance of stress management and well-being in the workplace. What strategies and initiatives can organizations implement to enhance job satisfaction, reduce stress, and create a healthier working environment? **5**
 iii. Describe the characteristics of the work curve and its implications for employee productivity. **5**
