

[4]

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

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.

		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				

P.T.O.

[2]

- v. What is the primary goal of performance coaching? **1** 2 1 3
- (a) Punishing underperformers
- (b) Achieving organizational objectives
- (c) Enhancing employee performance through guidance
- (d) Monitoring daily tasks
- vi. Which method is commonly used to evaluate employee performance? **1** 1 1 3
- (a) Peer feedback
- (b) Self-assessment
- (c) Key Performance Indicators (KPIs)
- (d) All of these
- vii. Which theory focuses on fairness in workplace motivation? **1** 1 1 4
- (a) Maslow's Hierarchy of Needs
- (b) Equity Theory
- (c) Herzberg's Two-Factor Theory
- (d) Expectancy Theory
- viii. Which of the following factors contributes most to employee satisfaction? **1** 2 1 4
- (a) Competitive salary
- (b) Supportive work environment
- (c) Job security
- (d) All of these
- ix. Which of the following best defines organizational climate? **1** 2 1 5
- (a) Policies and procedures
- (b) The shared perception of workplace environment
- (c) Organizational hierarchy
- (d) Employee engagement programs
- x. What is the primary role of leadership in shaping organizational culture? **1** 3 1 5
- (a) Enforcing rules strictly Employees
- (b) Setting a vision and influencing
- (c) Assigning tasks efficiently
- (d) Reducing operational costs

[3]

- Q.2 i. Define job analysis. **2** 1 1
- ii. Write a detailed note on the legal context of industrial psychology. **3** 1 1
- iii. Differentiate between job evaluation and competency modeling with suitable examples. **5** 4 1
- OR iv. Explain the significance of job analysis in Industrial/Organizational Psychology and its impact on recruitment and employee well-being. **5** 4 1
- Q.3 i. State the steps involved in validating a psychometric test used for recruitment. **2** 2 2
- ii. Discuss the legal and ethical considerations in using selection tests for employee screening. **8** 4 2
- OR iii. A retail company is hiring cashiers for its outlets. Design a screening method and validation process that ensures they hire trustworthy and efficient employees. **8** 6 2
- Q.4 i. Discuss the role of feedback in improving employee performance. **3** 4 3
- ii. Explain the key differences between performance coaching and performance evaluation with examples. **7** 4 3
- OR iii. Explain various performance appraisal methods with their pros, cons, and application areas. **7** 4 3
- Q.5 i. Define Diversity Fairness. **2** 1 4
- ii. A manufacturing company observes low employee morale and motivation despite offering competitive salaries. Design an intervention program to improve satisfaction and commitment. **8** 6 4
- OR iii. Propose strategies to enhance employee satisfaction and commitment in a start-up environment. **8** 6 4

Scheme of Marking

CB3EL02 Industrial Psychology

Q.1	i)	B. Improving employee productivity and well-being	1
	ii)	C. Identifying key job duties and responsibilities	1
	iii)	C. To predict job performance accurately	1
	iv)	B. Reference checks	1
	v)	C. Enhancing employee performance through guidance	1
	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
Q.2	i.	Define job analysis.	2
	ii.	Write a detailed note on the Legal Context of Industrial Psychology.	3
	iii.	Differentiate between job evaluation and competency modeling with suitable examples. At least 4r differences and one example	5
OR	iv.	Explain the significance of job analysis in Industrial/Organizational Psychology and its impact on recruitment and employee well-being.	5
			3 marks
			1 mark
Q.3	i.	Steps only	2
		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	

Standardize, Monitor and Update

OR	ii.	Discuss the legal and ethical considerations in using selection tests for employee screening.	8
			2 marks + 6 marks
OR	iii.	A retail company is hiring cashiers for its outlets. Design a screening method and validation process that ensures they hire trustworthy and efficient employees.	8
			2 marks + 6 marks
Q.4	i.	Discuss the role of feedback in improving employee performance.	3
			1 mark for each (1 mark * 3)
OR	ii.	Explain the key differences between performance coaching and performance evaluation with examples.	7
			1 mark for each (1 mark * 7)
OR	iii.	Explain various performance appraisal methods with their pros, cons, and application areas.	7
			1 mark for each (1 mark * 7)
Q.5	i.	Define Organizational Culture	2
	ii.	A manufacturing company observes low employee morale and motivation despite offering competitive salaries. Design an intervention program to improve satisfaction and commitment.	8
OR	iii.	Propose strategies to enhance employee satisfaction and commitment in a startup environment.	8
			4 marks + 4 marks
Q.6	i.	Discuss the relationship between organizational culture and employee performance.	3
	ii.	Explain how stress management programs can improve organizational climate and employee well-being.	6
			3 marks + 3 marks
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
			1 mark for each (1 mark * 7)
