



INDIAN INSTITUTE OF TECHNOLOGY KHARAGPUR

Mid-Autumn Semester 2018-19

Date of Examination: 26/09/2018

Session: FN

Duration: 2 Hrs.

Sub. No. HS 30071

Subject: Applied Organizational Psychology

Department/Centre: AE,BT,IM,CS,CH,CY,GG,HS,IE,EC,EE,EX,MA,ME,MF,MI,MT,NA

No. of Students: 76

Full Marks: 30

Instructions: Answer **all the questions**. Answer different components of a question serially. Each question carries equal marks.

1. (a) Is Applied Organizational Psychology a science? Provide at least four arguments to justify your answer.
- (b) What are the goals or objectives of organizational behaviour? Describe the "Contingency approach" to organizational behaviour.
2. (a) Mention the motivational process. What leads to dysfunctional coping behaviour? Explain at least four defence mechanisms as a consequence of dysfunctional coping.
- (b) What is the difference between reward and recognition? Explain the principles of reward administration for motivation of employees.
3. (a) What is the difference between learning and training? Explain the classical conditioning and social learning. State their implications to man-management.
- (b) What is learning? Explain the principles of learning applicable to industrial training.
4. (a) What do you understand by job enlargement and job enrichment? Explain Hackman and Oldham's "Job characteristics model".
- (b) Explain Management by objectives, Quality circles, and Organisational survey. State the implications of each for motivation of employees.