EULOGIO "AMANG" RODRIGUEZ INSTITUTE OF SCIENCE AND TECHNOLOGY
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INTEGRATIVE COURSE IN PSYCHOLOGY (ICOPSYCH)
MOCK BOARD EXAMINATION
INDUSTRIAL PSYCHOLOGY
SET A

General Directions:

1. The test questionnaire contains 100 test questions. Examinees shall manage to use one (1) hour.
2. Read INSTRUCTIONS printed on your answer sheet.
3. Shade only one (1) box for each question on your answer sheets. Two or more boxes shaded will invalidate your answer.
4. AVOID ERASURES

1. Referstothesystematicprocessofimprovinganorganization'seffectivenessthrough planned interventions and strategies.
A. Organizational Change & Development
B. Organization Change only
C. Organizational Development only
D. Organizational Transformation

2. It involves any alteration in the structure, strategy, operations, or culture of an organization.
A. Organizational Change & Development
B. Organization Change only
C. Organizational Development only
D. Organizational Transformation

3. This involves a long-term effort to improve an organization's capacity to handle change and enhance performance.
A. Organizational Change & Development
B. Organization Change only
C. Organizational Development only
D. Organizational Transformation

4. It's like giving a company a complete makeover — new goals, new ways of working, new tools, and sometimes even a new culture.
A. Organizational Change & Development
B. Organization Change only
C. Organizational Development only
D. Organizational Transformation

5. The change approach of OC & D is collaborative and participative while the Organizational Transformation is top-down and directive.
A. True   B. False   C. It can be true in some cases, depends on the situation   D. None of the above

6. The risk and disruption of organizational change and development is low to moderate risk, while the organizational transformation is high risk but with potential high reward.
A. True   B. False   C. It can be true in some cases, depends on the situation   D. None of the above

7. What is not the reason why change management?
A. Increase the likelihood of success
B. Deliver the benefits
C. Mitigate risks
D. None of the above

8. "The first step in an **effective change program** is to **define the changes**."
A. True   B. False   C. It can be true at times   D. None of the above

9. The following are components of Define the Change except which?
A. Organizational Design/ Alignment
B. Stakeholder Analysis
C. HR Alignment
D. Monitoring the progress

10. The following are components of Ongoing Monitoring of Changes except which?
A. Business Readiness Assessment
B. Communications
C. Business Engagement
D. HR Alignment

11. Share key Business Impact Assessment findings with affected users before training to ensure they are prepared for major changes.
A. Change Guides
B. Executive Ownership and Sponsorship
C. Role Identification and Mapping
D. Training design, development and Deployment

12. Defines and manages the activities to ensure the achievement of the business case after go live.
A. Benefit Realization/ Value Delivery
B. Executive Ownership and Sponsorship
C. Role Identification and Mapping
D. Training design, development and Deployment

13. Focuses on the people side of change and requires each of the gears in the picture to fulfill their specific role.
A. Change Management
B. Change Manager
C. Role Identification and Mapping
D. Training design, development and Deployment

14. Three phases of change except
A. Preparing for Change
B. Managing Change
C. Reinforcing Change
D. Monitoring change

15. Change that one has prepared for.
A. Planned Change
B. Dynamic Change
C. Organizational Change
D. None of the above

16. Change that was not planned and is forced by unforeseen circumstances.
A. Planned Change
B. Dynamic Change
C. Organizational Change
D. None of the above

17. This happens when a company makes a transition from its current state of doing things to future desired state of doing things which is either a planned and a strategic change, or a forced and dynamic change.
A. Planned Change
B. Dynamic Change
C. Organizational Change
D. None of the above

18. These are the reasons why change is resisted except:
A. Misunderstanding - communication is key.
B. Low tolerance to change - sense of insecurity.
C. Different assessment to change - disagree over disadvantages and advantages
D. Personal choice

19. These are the thing we can do to overcome resistance to change except:
A. Communicate the reasons for change.
B. Make it about the employees.
C. Delegate change to those employees who have the most influence on their fellow employees and could convince them easily.
D. Just go with the flow.

20. What is the third key step in OD?
A. Diagnosis
B. Planning
C. Intervention
D. Monitoring and Evaluation

21. The following are OD's underlying values except:
A. Concept of people
B. Concern for science
C. Democratic Principles
D. Relationship Building

22. This model is widely used across industries due to its clear, actionable steps and focus on leadership and culture as critical components of change.
A. Kotter's 8 steps of change management
B. Kurt Lewin 3 way model
C. ADKAR Change Management Model
D. McKinsey 7s Model

23. **Unfreeze** the old → **Change** to the new → **Refreeze** to make it stick.
A. Kotter's 8 steps of change management
B. Kurt Lewin 3 way model
C. ADKAR Change Management Model
D. McKinsey 7s Model

24. It is a practical framework created by Prosci founder Jeff Hiatt to guide individuals and organizations through change. It focuses on the people side of change and outlines the key building blocks needed for successful transformation.
A. Kotter's 8 steps of change management
B. Kurt Lewin 3 way model
C. ADKAR Change Management Model
D. McKinsey 7s Model

25. Designed to help organizations analyze and align key internal elements for effectiveness and change. It identifies 7 key interdependent elements that need to be aligned for success.
A. Kotter's 8 steps of change management
B. Kurt Lewin 3 way model
C. ADKAR Change Management Model
D. McKinsey 7s Model

26. Focuses on improving an organization's effectiveness and health through planned interventions in its processes, using behavioral science knowledge.
A. Kotter's 8 steps of change management
B. Kurt Lewin 3 way model
C. ADKAR Change Management Model
D. OD-an action - research-based model of change

27. Outlines how the organizational structure, jobs, teams and roles need to change to enable future business processes.
A. Organizational Design/ Alignment
B. Stakeholder Analysis
C. HR Alignment
D. Business Impact Assessment

28. Captures characteristics of the impacted organization such as group size and buy-in criticality.
A. Organizational Design/ Alignment
B. Stakeholder Analysis
C. HR Alignment
D. Business Impact Assessment

29. Identifies HR Activities that may need to be undertaken as a result of the system, process, and organizational changes.
A. Organizational Design/ Alignment
B. Stakeholder Analysis
C. HR Alignment
D. Business Impact Assessment

30. Identifies how the changes from the "As-is" processes, systems, and structures to be "To be" processes, systems, and structures **impact specific organizations and roles.**
A. Organizational Design/ Alignment
B. Stakeholder Analysis
C. HR Alignment
D. Business Impact Assessment

31. Concerned with all aspects of how people are employed and managed in organizations.
A. Human Resource Management
B. Human Resource Development
C. Human Resources Training
D. None of the above

32. Refers to an assortment of training programs that help people adjust to their new roles and learn more about the organization and its culture.
A. Human Resource Management
B. Human Resource Development
C. Human Resources Training
D. None of the above

33. Also known as Learning and Development (L&D)
A. Human Resource Management
B. Human Resource Development
C. Human Resources Training
D. None of the above

34. It concerns the overall improvement of the systems in an organization.
A. Employee Training
B. Organizational Development
C. Human Resources Training
D. None of the above

35. Refers to a planned effort by an organization to provide its employees with specific knowledge or skills to improve their current job performance.
A. Employee Training
B. Human Resources Training
C. HRD
D. All of the above

36. Recruitment, Placement & Utilization of Employees, Training and Development, Motivation of employees, and Compensation. The following belong to what?

A. Operative Functions
B. Basic Functions
C. Both A & B
D. None of the above

37. What are the four distinct functions of HRM?
A. Human, Resources, Management and Principles
B. Hotel, Restaurant, Management and People
C. Employment, Training & Development, Compensation and Benefits, & Employee Relations
D. d. Employment, Training & Development, Payroll and Programs

38. Defined as a field of inquiry dedicated to the advancing knowledge about the nature of groups, the laws of their development and their interrelations with individuals, other groups and larger institutions.
A. Team Dynamics   C. Group Harmony
B. Synergy   D. Development of Groups

39. Who coined the term, Team Dynamics?
A. Kyrt Lewin   C. John Lock
B. Charles Darwin   D. Elton Mayo

40. Referred to as in group, within group, or commonly just group dynamics are the underlying processes that give rise to a set norms, roles, relations, and common goals that characterize a particular social group.
A. Social Groups   C. Intergroup Dynamics
B. Homogenous Groups   D. Intragroup Dynamics
.
41. Anything that happens to one member of the group affects every other member. The members of the group must share a common goal.
A. Both statements are correct.
B. First statement is correct. The second statement is incorrect.
C. First statement is incorrect. The second statement is correct.
D. Both statements are incorrect.

42. Only one member of the group must see the group as a unit. There's no need to provide rewards if you are in a group.
A. Both statements are correct.
B. First statement is correct. The second statement is incorrect.
C. First statement is incorrect. The second statement is correct.
D. Both statements are incorrect.

43. Intends on helping task accomplishments.
A. Knowledge Contributor   C. People Supporter
B. Process Contributor   D. Listener

44. Forces the members to look at how the group functions.
A. Knowledge Contributor   C. People Supporter
B. Process Contributor   D. Listener

45. Serves as a model of active listening while others do presentations.
A. Knowledge Contributor   C. People Supporter
B. Process Contributor   D. Listener

46. This role criticizes the any decision or preliminary thinking that is efficient in any ways.
A. Challenger   C. People Supporter
B. Process Observer   D. Listener

47. Person who provides the opportunity for every member to express his or her opinions.
A. Challenger   C. People Supporter
B. Process Observer   D. Gatekeeper

48. The following are not the reasons for joining the group except:
A. Affiliation   C. Power
B. Challenge   D. Stability

49. The following are the factors affecting group performance except:
A. Group Cohesiveness   C. Group Pressure
B. Group Size   D. Group Think

50. Negative effects of other's presence.
A. Audience Effect   C. Social Inhibition
B. Coaction   D. Social Facilitation

51. This theory considers the effect on individual performance when people work together on a task.
A. Audience Effect   C. Social Inhibition
B. Coaction   D. Social Facilitation

52. The following are characteristics of a not effective work group except:
A. Job Design   C. Team Efficiency
B. Collaboration   D. Group Intelligence

53. Tendency to make poor decisions despite contrary information that might reasonably lead them to other options.
A. Group Think   C. Team Efficiency
B. Group Collaboration   D. Team Homogeneity

54. Collection of two or more individuals who interact intensively to provide an organizational product, decision or service.
A. Teams   C. Heterogenous Groups
B. Pairing   D. Team Homogeneity

55. The following are the types of teams, except:
A. Work teams   C. Project Teams
B. Parallel Teams   D. Team building

56. First stage of group development is _____?
A. Adjourning   C. Brainstorming
B. Storming   D. Forming

57. Another person is keeping you from reaching a goal _____.
A. Sabotage   C. Conflict
B. Red flag   D. Dispute

58. Type of conflict that occurs between two individuals.
A. Interpersonal Conflict   C. Paired Dispute
B. Intrapersonal Conflict   D. Individual- Group Conflict

59. The following are causes of conflict except:
A. Competition for Resources   C. Communication Barrier
B. Task Interdependence   D. None of the above

60. Wants to win but also wants another person to win.
A. Collaborating Style   C. Forcing Style
B. Compromising Style   D. Avoiding Style

61. Wants to win but also wants another person to win.
A. Collaborating Style   C. Forcing Style
B. Compromising Style   D. Avoiding Style

62. It is a branch of Psychology that applies the principles of psychology to the workplace.
A. Industrial-Organization Psychology   C. Psychology of Behaviors in the workplace
B. Psychology of Human   D. Industrial Counseling

63. The purpose of IOP is to enhance the dignity and performance of human beings, and the organizations they work in, by advancing the science and knowledge of human behavior.
A. The statement is correct   C. The statement is partially correct.

B. The statement is incorrect.   D. The statement is partially incorrect.

64. The IOP is focusing on people. And it also includes the system of running an organization.
A. The first statement is correct. While the second is incorrect.
B. The second statement is incorrect. While the second is correct.
C. Both statements are correct.
D. Both statements are incorrect.

65. Clinical Psychologists conducts therapy for workers. I/O Psychologists also conducts therapy for workers.
A. The first statement is correct. While the second is incorrect.
B. The second statement is incorrect. While the second is correct.
C. Both statements are correct.
D. Both statements are incorrect.

66. An entity that exists to achieve a purpose through the collective efforts of the people who work in or for it.
A. Organization   C. Group
B. Team   D. None of the above

67. It helps managers to explore, analyze and explaining what is happening in the organization.
A. Organization   C. Organization Structure
B. Organization Theory   D. Organization Frameworks

68. The following are the organization theories, except:
A. Classical Theory   C. Modern Classical
B. Neo classical Theory   D. None of the above

69. View organization as machines and people as components of a machine.
A. Classical Theory   C. Modern Classical
B. Neo classical Theory   D. None of the above

70. Efficiency of the organization can be increased by making each individual efficient in it.
A. Classical Theory   C. Modern Classical
B. Neo classical Theory   D. None of the above

71. Who proposed the scientific management?
A. Taylor   C. Weber
B. Fayol   D. None of the above

72. Determination of the most efficient methods for performing any work-related task.
A. Scientific Management   C. Neo classical
B. Time motion studies   D. Modern theories

73. Defined universal function of managers and identified principles of good management.
A. Scientific Management   C. Administrative Management
B. Time motion studies   D. Modern theories

74. View organization as a combination of formal and informal forms of organization.
A. Scientific Management   C. Neo Classical Organization Theory
B. Classical Theories   D. Modern theories

75. It refers to a phenomenon where individuals alter their behavior in response to being observed.
A. Scientific Management   C. Hawthorne Studies
B. Classical Theories   D. Modern theories

76. The theory views organization as a system and studies it in its totality as a complex human interrelationship.
A. Scientific Management   C. Neoclassical Theories
B. Classical Theories   D. Modern Organization Theory

77. Organization's structures and processes should be contingent upon various factors such as external environment, technology and organizational size.
A. Contingency Theory
B. Systems Theory
C. Resource Dependency Theory
D. Organizational Culture and Behavior

78. Emphasized the importance of understanding how different components within an organization interact and influence each other.
A. Contingency Theory
B. Systems Theory
C. Resource Dependency Theory
D. Organizational Culture and Behavior

79. Focused on how organizations cope with their dependence on external entities.
A. Contingency Theory
B. Systems Theory
C. Resource Dependency Theory
D. Organizational Culture and Behavior

80. Organization Culture represents the shared values, norms and beliefs that shapes the behavior of individuals in an organization.
A. Contingency Theory
B. Systems Theory
C. Resource Dependency Theory
D. Organizational Culture and Behavior

81. Organizations are viewed as networks of relationship and interactions.
A. Network Theory
B. Systems Theory
C. Resource Dependency Theory
D. Organizational Culture and Behavior

82. The ability of an organization to learn and adapt is crucial for its survival and success.
A. Organizational Learning
B. Systems Theory
C. Resource Dependency Theory
D. Organizational Culture and Behavior

83. Contains a direct chain of command from the top of the organization to the bottom.
A. Hierarchical Structure
B. Functional Structure
C. Flat Structure
D. Matrix Structure

84. Business structure that groups employees by specialty, skill, or related roles. It works best for larger companies that employ multiple people with similar roles.
A. Hierarchical Structure
B. Functional Structure
C. Flat Structure
D. Matrix Structure

85. Organizational model with relatively few or no levels of middle management between the executives and the frontline employees. Popular in startups.
A. Hierarchical Structure
B. Functional Structure
C. Flat Structure
D. Matrix Structure

86. Combination of two or more different kinds of organizational structures, such as project management or functional management.
A. Hierarchical Structure
B. Functional Structure
C. Flat Structure
D. Matrix Structure

87. A network structure is one in which more than one organization combines to produce a good or provide a service.
A. Network structure
B. Functional Structure
C. Flat Structure
D. Matrix Structure

88. The process of structuring roles, tasks, and responsibilities in a way that aligns with organizational objectives while meeting the needs of employees - find motivation and satisfaction at work.
A. Job Design
B. Departmentation
C. Delegation
D. Span of Control

89. A common organizational structure that groups employees by the functions they perform.
A. Job Design
B. Departmentation
C. Delegation
D. Span of Control

90. The process of entrusting tasks and authority to subordinates. It enables efficient task distribution, fostering employee development, and improving overall organizational performance.
A. Job Design
B. Departmentation
C. Delegation
D. Span of Control

91. Refers to the number of subordinates who report directly to a particular manager.
A. Job Design   C. Delegation
B. Departmentation   D. Span of Control

92. Unbroken line of authority that extends from the top of an organization to its lowest level and clarifies who reports to whom.
A. Job Design   C. Chain of command
B. Departmentation   D. Span of Control

93. Beliefs in what is best or good for the organization and what should or ought to happen.
A. Values   C. Artefacts
B. Norms   D. Management Styles

94. These are unwritten rules of behavior, the 'rules of the game' that provide informal guidelines on how to behave.
A. Values   C. Artefacts
B. Norms   D. Management Styles

95. These are visible and tangible aspects of an organization that people hear, see or feel and which contribute to their understanding of the organization's culture.
A. Values   C. Artefacts
B. Norms   D. Management Styles

96. The quality possessed by people that makes an action possible.
A. Ability   C. Personality
B. Intelligence   D. Attitudes

97. The capacity to solve problems, apply principles, make inferences and perceive relationships.
A. Ability   C. Personality
B. Intelligence   D. Attitudes

98. These are product of both nature (hereditary) and nurture (the pattern of life experience).
A. Ability   C. Personality
B. Intelligence   D. Attitudes

99. They are developed through experience, but they are less stable than traits and can change as new experiences are gained or influences absorbed.
A. Ability   C. Personality
B. Intelligence   D. Attitudes

100. Feelings that arouse people and therefore influence their behavior such as anger, fear, sadness, joy, anticipation and acceptance.
A. Ability   C. Personality
B. Intelligence   D. Emotion

Good luck!