

SVKM'S NMIMS
MUKESH PATEL SCHOOL OF TECHNOLOGY MANAGEMENT & ENGINEERING

Academic Year: 2022-2023

Program/s: **B.Tech**

Year: IVth Semester: VIII

Stream/s ; CSBS

Subject: Industrial Psychology

Time: 3 hrs (10:00 am to 1:00 pm)

Date: 29/04/2023

No. of Pages: 2

Marks: 100

Final Examination

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

- 1) Question No. 1 is compulsory.
- 2) Out of remaining questions, attempt any 4 questions.
- 3) **In all 5 questions to be attempted.**
- 4) All questions carry equal marks.
- 5) **Answer to each new question to be started on a fresh page.**
- 6) **Figures in brackets on the right hand side indicate full marks.**
- 7) **Assume Suitable data if necessary.**

Q1		Answer briefly:	[20]
CO-1 ; SO-1; BL- 2	a.	Determine the pros and cons of Job Design.	5
CO- 2; SO-2; BL- 3	b.	Describe the Key points in evaluating a coaching service.	5
CO- 3 ; SO-3; BL- 2	c.	State and explain diagnosable signs that prove an employee's satisfaction is low.	5
CO-4 ; SO-4 ; BL- 3	d.	Express views on "second line of leadership" in an organization.	5
Q2	a.	Elaborate Research & its methods. Distinguish between them.	[20]
CO-2;SO-2; BL- 5			
CO-3;SO-3; BL- 5	b.	Employees Commitment is the key to attain the Organizational Objectives. Illustrate.	

Q3 CO-3 ;SO-3; BL- 5	a.	Design a Job Description for the post of Professor.	[20]
CO-5;SO-5; BL-5	b.	Explain major strategies to handle stress at work.	
Q4 CO-1;SO-1; BL- 3	a.	Figure out the impacts of technology on the methods of screening system.	[20]
CO-4;SO-4; BL- 4	b.	Illustrate Organizational Development with its strategies and Development Process Cycle.	
Q5 CO-1;SO-1; BL- 6	a.	Describe Job Design and explain factors affecting Job Design.	[20]
CO-4;SO-4; BL- 6	b.	Explain effective feedback and continuous feedback and comment on how to give negative feedback?	
Q6 CO-3;SO-3; BL- 4	a.	Discuss the methods HR / an organization can opt for to increase employees' commitment.	[20]
CO-2;SO-2; BL- 3	b.	Elaborate Performance coaching with its core principles and state some examples of skills that employees' can be coached on to support your answer.	
Q7 CO-5;SO-5; BL-5	a.	Summarize the demands of life and work.	[20]
CO-4;SO-4; BL-4	b.	<i>"Leadership is the capacity to translate vision into reality. (Warren Bennis)"</i> Elaborate the statement by highlighting various leadership styles	