IP Important Questions

Chapter-1 25m

Chapter-2 20m

Chapter-3 25m

Chapter-4 25m

Chapter-5 25m

Chapter-6 20m

# Topics no to focus

1. Statistics
2. Evidence Based Practices
3. Legal Context
4. Fairness and Diversity
5. Validating Test

Unit 2 and 6 no 5m questions

# Unit 1 and 2

1. What is I/O Psychology and key areas of I/O Psychology
2. What is research, its types and difference between

When there is difference make it table like no in paragraph

1. Any on (Job Analysis, Job Evaluation, Job Design) and factors affecting it, its benefits or the roles affecting it
2. Employee Selection
3. Screening Methods
4. Intensive Methods
5. Recruitment internal and external sources of Recruitment (Explain or compare)
6. Impact of technology on screening methods

# Unit 3

1. Performance coaching, its principles benefits
2. Explain Smart Goals
3. Points for evaluating Services
4. Performance Appraisal and do’s and dont’s for it
5. Effective and continuous feedbacks
6. How to give negative feedback
7. Explain goal setting and its advantages and disadvantages
8. OKR method of employee performance evaluation

# Unit 4

1. Maslow’s Theory
2. Science of low employee satisfaction, and how an organization/HR can do to increase employee satisfaction
3. Self-determination theory
4. Employee Commitment and why it is important

# Unit 5

1. Explain leadership, its types and difference between all the types
2. Difference between leader and manager
3. How to build team in an organization and step by step process for it
4. Explain transformational leadership and second line of leadership
5. Organizational climate, its types pros and cons
6. Organizational culture, its types pros and cons

# Unit 6

1. Explain Stress Management and healthy ways to manage stress
2. Explain demand of life and work
3. Major strategies to handle stress at work
4. Required change in lifestyle measures to manage stress

# Some quotes will be coming

1. “1 Flower cannot make a garland” (Team in an organization)
2. “Diversity brings better employee performance in an organization” ()
3. “Employees Commitment is the key to attain the organizational objectives”
4. “Leadership is the capacity to translate version into reality”
5. “Hiring the wrong people is the fastest way to grow a sustainable business”
6. “An Ounce of performance is worth pounds of performance”