

(6 pages)

Reg. No. :

Code No. : 22973 E Sub. Code : SMHR 12

B.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2018.

First Semester

Human Resource Development – Main

INDUSTRIAL PSYCHOLOGY

(For those who joined in July 2018 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer.

1. Learning can be in the form of
 - (a) objective oriented
 - (b) motivation
 - (c) stimulus
 - (d) all of the above

2. The reasons for formation of group is
 - (a) affiliation
 - (b) goal achievement
 - (c) both (a) and (b)
 - (d) none of these

3. Employee's motivational technique is
 - (a) to ascertain motivational needs
 - (b) to prepare a set of motivational tools
 - (c) both (a) and (b)
 - (d) none of these

4. Psychological dimensions of personality include
 - (a) perception (b) learning
 - (c) motivation (d) all of these

5. Theory X is a theory of
 - (a) planning (b) motivation
 - (c) controlling (d) directing

6. Which is the factors of job satisfaction as per Herzberg?
 - (a) Recognition (b) Job security
 - (c) Responsibility (d) All of these

7. Personality test includes
 - (a) Objective test
 - (b) Projective test
 - (c) Training method
 - (d) Only (a) and (b)

8. Industrial Psychology may be useful in
 - (a) Job analysis
 - (b) Job design
 - (c) Job enrichment
 - (d) All of the above

9. The measures to improve Human relations are
 - (a) Co-operation
 - (b) Communication
 - (c) Both (a) and (b)
 - (d) None of these

10. Industrial Psychology is concerned with the
 - (a) physical aspects of the work environment
 - (b) appropriate administration
 - (c) employee counselling
 - (d) grievance procedure

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

Answer should not exceed 250 words.

11. (a) Explain the process of learning.

Or

- (b) Elaborate the meaning of Industrial psychology.

12. (a) Explain the group decision process.

Or

- (b) Elaborate about organisational socialization.

13. (a) Discuss the importance of Ergonomics.

Or

- (b) Describe the functions of organisational culture.

14. (a) Explain the common personality measurement tools.

Or

- (b) Elucidate the types of counselling.

15. (a) State the cultural differences in Motivation.

Or

- (b) Explain the importance of decision making.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Answer should not exceed 600 words.

16. (a) Explain the motivational factors in learning.

Or

- (b) Discuss the evolution of industrial psychology.

17. (a) Elaborate Mc Clelland's need theory.

Or

- (b) Explain motivation and work behaviour.

18. (a) Explain the challenges in group formation.

Or

- (b) Elaborate the factors responsible for job satisfaction.

19. (a) Elaborate the application of personality theory in organisation.

Or

- (b) Explain the importance of motivation.

20. (a) Describe the five personality traits.

Or

- (b) Discuss the complexity of personality in future organisational set up.
