

PARUL UNIVERSITY
FACULTY OF ARTS
M. Arts Winter 2022–23 Examination

Semester: - 3
Subject Code: - 15211204
Subject Name: - Employee Counselling

Date: 29/09/2022
Time: 02:00pm to 04:30pm
Total Marks: 60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Marks

07

Q.1 Do As Directed.

- 1 _____ is a planned program undertaken to improve employee's knowledge and skills.
 (A) Training (B) Leadership
 (C) Human Resource Planning (D) Counseling
- 2 Supervisors can ensure that employees are satisfied with their performance appraisals by ensuring that employees:
 (A) Have the opportunity to present their ideas and feelings. (B) Have a helpful and constructive supervisor conduct the interview.
 (C) Do not feel threatened during the interview. (D) All the above.
- 3 Counselling psychology differs from clinical psychology in that
 (A) It is more concerned with the treatment of inpatients (B) It is more concerned with severe behavior pathology.
 (C) It is more concerned with everyday problems in living. (D) All of the above.
- 4 It is a relationship in which at least one of the parties has the intent of promoting the growth, development, maturity, improved functioning, and improved coping with life of other.
 (A) Counselling (B) Helping
 (C) Mentoring (D) Time Management
- 5 A dyadic relationship between two persons: a manager who is offering help, and employee to whom such help is given.
 (A) Counselling (B) Helping
 (C) Mentoring (D) Time Management
- 6 The use of an experienced person to teach and train someone with less knowledge in the given area.
 (A) Counselling (B) Helping
 (C) Mentoring (D) Time Management
- 7 An adjustment in your attitude and behavior towards meeting daily demand.
 (A) Counselling (B) Helping
 (C) Mentoring (D) Time Management
- 8 A person who looks at the negative aspect of every situation.
 (A) Optimist (B) Pessimist
 (C) Type A personality (D) Type B personality
- 9 _____ involves deciding on the career goals of the employees and the path to achieve those career goals
 (A) Training (B) Promotion
 (C) Performance Appraisal (D) Career Planning
- 10 Within the umbrella of group reward system comes.
 (A) Equal pay (B) Individual performance based pay
 (C) Pay with group threshold (D) All the above

- 11 Success of the organization can be measured in terms of
 (A) Profitability (B) Profit
 (C) Sales (D) All the above
- 12 A structured questionnaire method for collecting data about the personal qualities of employees is called
 (A) Functional job analysis (B) Management position description questionnaire
 (C) Work profiling system (D) None of the above
- 13 The method that depends mainly on the ability and experience of the supervisors for gathering relevant information about the job is called the
 (A) Task inventory analysis method (B) Technical conference method
 (C) Diary maintenance method (D) Critical incident method
- 14 The discussion of an employees' problem with the general objective of helping the worker cope with it.
 (A) Counseling (B) Training
 (C) Education (D) Job rotation
- 15 A broader, long educational program offered to carry out non-technical functions more effectively.
 (A) Counseling (B) Training
 (C) Education (D) Development
- 16 It is necessary to review the goals of the organization to:
 (A) Create a linkage between units of performance and the preferred organizational goals. (B) Maximize profits of the organization
 (C) Align the individual and organizational goals. (D) Create distinctiveness.

B. Terms / Short Notes / Case Study / Charts / Graphs/ Tables, etc. (Each of 01 mark) (07)

- 1 Define Psychotherapy?
- 2 What is Social Justice?
- 3 What do you mean by Ethical Decision Making?
- 4 Defining Cultural Counseling.
- 5 What is Old Age?
- 6 What do you mean by Career Information?
- 7 What is Clinical Mental Health Counselor?

Q.2 Answer the Following.

- 1 Discuss the Personal Qualities of an Effective Counselor. (04)
- 2 Discuss the Primary Prevention and the Promotion of Mental Health. (04)
- 3 Explain the Career Counseling with Adolescents. (04)

OR

- 3 Explain the Counseling with Gays, Lesbians, Bisexuals, and Transgender (04)

Q.3 Answer the Following.

- 1 Discuss the Three level of Helping. (05)
- 2 Trace the History of Multicultural Counseling (05)
- 3 Explain the various Scope of Career Counseling. (05)

OR

- 3 Discuss the Clinical Mental Health Counseling As a Specialty. (05)

Q.4 Answer the Following.

- 1 Discuss the education of professional counselor. (06)
- 2 Explain The challenges and benefits of private practice and ways of establishing such a practice. (06)
- 3 Elaborate the challenges and rewards of counseling older adults (06)

OR

- 3 Elucidate the Counseling Across Culture and Ethnicity (06)