PARUL UNIVERSITY
FACULTY OF ARTS
B.A. Summer 2018- 19 Examination

Semester: 5   Date: 07/05/2019

Subject Code: 15105304   Time: 2:00 pm to 4:30 pm

Subject Name: Industrial Psychology   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.

Q.1 Do as directed.   **(08)**

A. Multiple choice type questions. (Each of 0.5 mark)

1. Exchange theory is based upon reward and cost outcomes of……….
(a) Emotions   (c) Behavior
(b) Preferences   (d) None of the above

2. Who has contributed 'Need Hierarchy theory of motivation'?
(a) Abraham Maslow   (c) Gordon Allport
(b) Carl Rogers   (d) Sigmund Freud

3. Least Preferred Co-worker (LPC) was propounded by …………..
(a) Fiedler   (c) Stogdill
(b) Henry   (d) none of the above

4. …………. might occur when a relatively insignificant change is made in a person's job.
(a) Job contentment   (c) Hawthrone effect
(b) Job inspiration   (d) None of the above

5. ………… leadership is stated to have three core components i.e. envisioning, empathy, and affiliation.
(a) Authoritarian   (c) Bureaucratic
(b) Charismatic   (d) None of the above

6. The expectancy theory of motivation is given by……….
(a) Maslow   (c) Skinner
(b) Vroom   (d) Herzberg

7. ………..is the influential increment over and above mechanical compliance with the routine directive of the organization**.**
(a) Management   (c) Leadership
(b) Concern for people   (d) None of the above

8. ……………… refers to the imparting of specific skills, abilities, and knowledge and bring about attitudinal change in an employee.
(a) Job satisfaction   (c) Values
(b) Training and development   (d) none of the above

9. ………… is defined as the belief in one's capacity to perform a specific task or reach a specific goal.
(a) Self-esteem   (c) self-motivation
(b) Self-efficacy   (d) None of the above

10. …………is also called laboratory training and is often used to develop interpersonal skills.
(a) Lecture method.   (c) Sensitivity training
(b) Vestibule training   (d) Behavioral modeling

11. . ………… is a written statement of the duties, responsibilities, required qualifications and reporting relationships of a particular job.
(a) Job analysis   (c) Job specification
(b) Job description   (d) Job enrichment

12. ………… devised a system called scientific management.
(a) Henry Gantt   (c) F. W. Taylor
(b) Lillian Gilbreth   (d) Frank Gilbreth

13. The Human's interaction theory is based on activities, interaction and ……….
(a) Values   (c) Expressions
(b) Sentiments   (d) None of the above

14. Hersey and Blanchard's theory of leadership is based on ………

(a) Behavioral theory   (c) Situational theory

(b) Emotional theory   (d) none of the above

15. ………. is/are the factors that affects motivation in work place.

(a) Status or job title   (c) Job security

(b) Salaries or wages   (d) All of the above

16. …………… measures the degree to which vocational needs and values are satisfied on a job**.**

(a) Minnesota Satisfaction Questionnaire   (c) Myers-Briggs Type Indicator

(b) Kolbe Index   (d) None of the above

B. Terms/ Short notes/ Case study/ Charts/ Graphs/ Tables, etc. (Each of 01 mark)   **(07)**

1. Name and explain any two characteristics of Job design.
2. Name and define types of job analysis.
3. Define Training at work place.
4. Define Job rotation
5. Define contingency theory.
6. Define Coercive power.
7. Name Leadership styles.

Q.2 Answer the following.

  A. Explain birth and aim of Industrial Psychology.   **(04)**

  B. Explain in detail the Managerial Grid in detail.   **(04)**

  C. Write short notes on the following methods of collecting information of Job analysis: **(04)**

     (i)Interview method (ii)Checklist method

<div align="center">OR</div>

  C. Discuss in detail Benjamin's bloom taxonomy.   **(04)**

Q.3 Answer the following.

  A. Describe organizational factors causing job satisfaction.   **(05)**

  B. Explain the consequences of job satisfaction.   **(05)**

  C. Discuss the different phases of group development as proposed by Tuckman.   **(05)**

<div align="center">OR</div>

  C. Discuss in detail the importance of training at work place.   **(05)**

Q.4 Answer the following.

  A. Discuss in detail different Contingency Theories of Leadership.   **(06)**

  B. Explain in detail the scope of Industrial Psychology   **(06)**

  C. Define Job Analysis and its purpose in detail.   **(06)**

<div align="center">OR</div>

  C. Explain Hawthrone Studies and its importance in detail.   **(06)**