

PARUL UNIVERSITY
FACULTY OF ARTS
B.A., Winter 2018 – 19 Examination

Semester: 5
Subject Code: 15105304
Subject Name: Industrial Psychology

Date: 03/12/2018
Time: 10:30am to 1:00pm
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. leadership is stated to have three core components i.e. envisioning, empathy, and affiliation.

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|-------------------|-----------------------|
| (a) authoritarian | (c) bureaucratic |
| (b) charismatic | (d) none of the above |

2. Job analysis includes job description and job

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|-----------------------|-----------------------|
| (a) Job specification | (c) job structure |
| (b) job enrichment | (d) none of the above |

3. refers to the imparting of specific skills, abilities, and knowledge and bring about attitudinal change in an employee.

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|------------------------------|-----------------------|
| (a) Job satisfaction | (c) Values. |
| (b) Training and development | (d) none of the above |

4. The expectancy theory of motivation is given by.....

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|------------|--------------|
| (a) Maslow | (c) Skinner |
| (b) Vroom | (d) Herzberg |

5. measures the degree to which vocational needs and values are satisfied on a job.

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|--|---------------------------------|
| (a) Minnesota Satisfaction Questionnaire | (c) Myers-Briggs Type Indicator |
| (b) Kolbe Index | (d) None of the above |

6. is a written statement of the duties, responsibilities, required qualifications and reporting relationships of a particular job.

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|---------------------|-----------------------|
| (a) job analysis | (c) job specification |
| (b) job description | (d) job enrichment |

7. Coaching is the process of guidance and instruction to improve knowledge, skills and work performance.

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|----------------|-----------------------|
| (a) one-to-one | (c) both a and b |
| (b) group | (d) none of the above |

8. Informal groups emerge without being..... designated by the organization.

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|-----------------|-----------------------|
| (a) officially | (c) necessarily |
| (b) permanently | (d) none of the above |

9. Who has contributed 'Need Hierarchy theory of motivation'?

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|--------------------|--------------------|
| (a) Abraham Maslow | (c) Gordon Allport |
| (b) Carl Rogers | (d) Sigmund Freud |

10. Taylor has given principles of scientific management.

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| (a) 2 | (c) 4 |
| (b) 5 | (d) 3 |

11. The Theory of is based on the principle that difficult goals stimulate performance and commitment.

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|--------------------|--------------------------|
| (a) Control theory | (c) Self efficacy theory |
|--------------------|--------------------------|

- (b) Goal setting theory (d) None of the above
- 12. explains group formation in terms of activities, interactions and sentiments of people.**
- (a) Homan's theory (c) Balance theory
 (b) Fiedler's model (d) Exchange theory
- 13. Least Preferred Co-worker (LPC) was propounded by**
- (a) Fiedler (c) Stogdill
 (b) Henry (d) none of the above
- 14. Exchange theory is based upon reward and cost outcomes of.....**
- (a) emotions (c) behavior
 (b) preferences (d) none of the above
- 15. The of the job description is dependent upon how accurately it reflects job content.**
- (a) validity (c) process
 (b) reliability (d) none of the above
- 16. 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

B. Terms/ Short notes (Each of 01 mark) (07)

1. Define Industrial Psychology.
2. Explain Job design.
3. Explain any one training method.
4. Name functions of leadership.
5. Define Paternalism.
6. Explain any one management development technique.
7. Define job satisfaction.

Q.2 Answer the following.

- A. Explain in detail Organizational Values. (04)
 B. Explain in detail modern theories to work motivation. (04)
 C. Explain in detail the Leadership styles. (04)

OR

- C. Explain in detail the Managerial Grid in detail. (04)

Q.3 Answer the following.

- A. Name and explain basic concepts of Industrial Psychology. (05)
 B. Discuss the different phases of group development as proposed by Tuckman. (05)
 C. Discuss in detail the process of Job Analysis. (05)

OR

- C. Write short notes on the following methods of collection information of Job analysis: (05)
 (i) Interview method (ii) Checklist method (iii) Diary or logbook

Q.4 Answer the following:

- A. Discuss in detail different Contingency Theories of Leadership. (06)
 B. Explain in detail, cognitive work analysis (06)
 C. Explain in detail the scope of Industrial Psychology. (06)

OR

- C. Explain in detail, major fields of Industrial Psychology. (06)