

**PARUL UNIVERSITY**  
**FACULTY OF ARTS**  
**B.Arts Winter 2019 – 20 Examination**

**Semester: 5****Subject Code: 15105304****Subject Name: Industrial Psychology****Date: 26/112019****Time: 2.00 pm to 4.30 pm****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. The Theory of ..... is based on the principle that difficult goals stimulate performance and commitment.**

- |                         |                          |
|-------------------------|--------------------------|
| (a) Control theory      | (c) Self efficacy theory |
| (b) Goal setting theory | (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) Hawthorne 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. Describe the functions of Motivation.
2. Define Group Cohesiveness.
3. Define Training at work place.
4. Define Job Rotation
5. Define Contingency Theory.
6. Define Normative Power.
7. Name and define types of Motivation.

**Q.2 Answer the following.**

- A. Explain birth and aim of Industrial Psychology. (04)  
B. Explain the Managerial Grid in detail. (04)  
C. Write short notes on the following methods of collection information of Job analysis: (04)  
(i) Interview method (ii) Checklist method

**OR**

- C. Write the approaches of leader ship. (04)

**Q.3 Answer the following.**

- A. Discuss in detail the importance of training at work place. (05)  
B. Explain the consequences of Job Satisfaction. (05)  
C. Discuss the different phases of group development. (05)

**OR**

- C. Describe organizational factors causing Job Satisfaction (05)

**Q.4**

- A. Write any one theory of Leadership. (06)  
B. Explain in detail the scope of Industrial Psychology (06)  
C. Define Job Analysis and its purpose in detail. (06)

**OR**

- C. Explain Hawthorne Studies and its importance in detail. (06)