

BACHELOR OF ARTS (PSYCHOLOGY)

00322 **Term-End Examination**
June, 2014

**BPCE-015 : INDUSTRIAL AND ORGANISATIONAL
PSYCHOLOGY**

Time : 2 hours

Maximum Marks : 50

Note : Answer any *five* questions. All questions carry equal marks. Each question is to be answered in about 500 words.

1. Define Industrial/Organisational Psychology.
What are the major fields of Industrial/Organisational Psychology? 2+8
2. Discuss the multi-disciplinary approach to the study of Industrial/Organisational Psychology. 10
3. Explain the relevance of 'human factors' in Industrial Psychology and describe the various factors leading to workforce diversity. 3+7
4. Describe the evolution of Human Resource Management (HRM). Elucidate the key responsibilities associated with HRM. 5+5

5. Define job analysis and describe the various techniques of job analysis. 2+8
 6. Write brief notes on the following (about 250 words each) : 5+5
 - (a) Thurstone's Primary mental abilities
 - (b) Characteristics of a Psychological Test
 7. Explain the different Psychological tests that are used to assess cognitive abilities of individuals. 10
 8. Write brief notes on the following (about 250 words each) : 5+5
 - (a) Expectancy Theory
 - (b) Types of Power
 9. Explain any three models of occupational stress. 10
 10. List the various problems faced by the shift workers. Discuss the role of performance and safety in shift work. 3+7
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