

No. of Printed Pages : 3

**BPCE-015**

**BACHELOR'S DEGREE PROGRAMME**

**(BDP)**

**(B. A. PSYCHOLOGY)**

**Term-End Examination**

**June, 2021**

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

*Time : 2 Hours*

*Maximum Marks : 50*

**Note : All Sections are compulsory.**

**Section—A**

**Note : Answer any two of the following questions in about 450 words each.  $2 \times 10 = 20$**

1. Elucidate the various factors leading to work force diversity. 2+8
2. Describe the concept of individual differences. Elaborate the individual differences with reference to personality. 2+8

**P. T. O.**

**[ 2 ]**

**BPCE-015**

3. Discuss the individual factors related to accident occurrence. Explain the various psychological intervention strategies that can reduce accidents in manufacturing plants. 3+7
4. Describe process consultation as an organizational development (OD) intervention at the group level. 10

**Section—B**

**Note : Answer any four of the following questions in about 250 words each.  $4 \times 6 = 24$**

5. Discuss the basic steps involved in the research process in Industrial and Organizational (I/O) psychology. 6
6. Discuss the various classifications of psychological tests. 6
7. Describe the impact of job satisfaction on work outcomes. 6
8. Discuss the various causes of stress at the organizational level. 6
9. Discuss the equity theory of motivation. 6

[ 3 ]

**Section—C**

**Note :** Write short notes on any **two** of the following  
in about **100** words each.  $2 \times 3 = 6$

10. Open System Approach. 3
11. Techniques of Job Analysis. 3
12. Principles of Human Resource Management  
(HRM). 3