

BACHELOR OF ARTS (PSYCHOLOGY)

Term-End Examination

December, 2012

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

Time : 2 hours

Maximum Marks : 50

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

1. Illustrate how Mayo's Hawthorne studies can be treated as a foundation of 'Industrial Psychology'. 10
2. Give a detailed description of the major research methods used in Organizational Psychology. 10
3. Define 'Human Resource Development'. Discuss the major components of HRD. 2+8=10
4. Write short notes on any two of the following :
 - (a) Open Systems approach 5+5=10
 - (b) Deviant Work place behaviour
 - (c) Locus of control

5. What do you mean by 'primary mental abilities' ? Elucidate primary mental abilities as mentioned by Thurstone. 3+7=10
6. Describe briefly four different types of Psychological tests that can be used in selection of candidates for a marketing unit in an organisation. 10
7. Discuss the need for training the employees of an organization. What are the different methods of training used in an organisation ? 2+8=10
8. Write short notes on **any two** of the following : 10
- (a) Training Need Identification
 - (b) Emotional Labour
 - (c) Job Satisfaction
9. What are the attributing factors and consequences of stress ? 5+5=10
10. What are the different Psychological intervention strategies planned out to reduce accidents in industries ? 10
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