

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BSc DEGREE EXAMINATION DECEMBER 2024
(Fifth Semester)

Branch – PSYCHOLOGY

INDUSTRIAL PSYCHOLOGY

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(5 x 1 = 5)

- 1 Who conducted the famous Hawthorne studies ?
(i) Elton Mayo. (ii) Frederick Winslow Taylor
(iii) Henry Ford (iv) Abraham Maslow
- 2 Which of the following is a primary objective of job analysis?
(i) To identify training needs
(ii) To develop performance appraisal criteria
(iii) To determine job responsibilities and requirements
(iv) To select candidates
- 3 Which type of selection test measures cognitive abilities
(i) Personality test (ii) Integrity test
(iii) Aptitude test (iv) None of the above
- 4 What is the primary purpose of performance appraisal?
(i) To identify training needs
(ii) To determine employee compensation
(iii) To evaluate employee performance
(iv) To select candidates
- 5 Which of the following is a psychosocial hazard?
(i) Physical harm (ii) Emotional distress
(iii) Ergonomic risk (iv) Safety risk

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a Define industrial psychology and explain its scope.
OR
b Distinguish between scientific management and human relations approach based on the contributions of Taylor and Mayo.
- 7 a Define job analysis and outline its primary objectives.
OR
b Distinguish between job description and job specification with an example of each.
- 8 a Distinguish between recruitment and selection.
OR
b Identify and briefly describe two types of selection interviews and their characteristics.

Cont...

- 9 a Define performance appraisal and outline its primary objectives.
OR
b Identify and explain any two performance appraisal methods.
- 10 a Define engineering psychology and outline its primary objectives.
OR
b Identify any two strategies of behaviour based safety approaches to accident prevention.

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Explain the significance of the Hawthorne studies in understanding employee behaviour and motivation.
OR
b Analyze the scope of industrial psychology in India.
- 12 a Compare and contrast job description and job specification.
OR
b Evaluate the importance of internal and external pay equity in organizational settings .
- 13 a Evaluate the effectiveness of different recruitment sources (internal and external) in attracting talent.
OR
b Analyze the various types of selection tests used in recruitment process.
- 14 a Evaluate the effectiveness of 360-degree feedback in performance appraisal.
OR
b Analyze the role of training needs assessment in organizational development.
- 15 a Evaluate the importance of workplace ergonomics on employee productivity and well-being.
OR
b Analyze the relationship between work-life balance and employee mental health.

Z-Z-Z

END