

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)
BSc DEGREE EXAMINATION DECEMBER 2025
(Fifth Semester)

Branch – PSYCHOLOGY
INDUSTRIAL PSYCHOLOGY – II

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	What is Industrial Psychology? a) Study of mental illnesses b) Study of behaviour in workplace settings c) Study of consumer behaviour d) Study of teaching techniques	K1	CO1
	2	What is a job specification? a) A list of job duties b) A list of qualifications and skills needed for a job c) A job title d) A promotion letter	K2	CO1
2	3	Which of the following is an advantage of job evaluation? a) It increases product price b) It simplifies hiring c) It ensures fair compensation d) It guarantees promotions	K1	CO2
	4	Which of the following is a source of recruitment? a) Layoffs b) Strikes c) Job portals d) Performance appraisals	K2	CO2
3	5	What does BARS stand for in performance appraisal? a) Basic Appraisal Rating System b) Behavioural Anchored Rating Scale c) Best Appraisal Rating Score d) Balanced Annual Review System	K1	CO3
	6	What is Time and Motion Study? a) A training program b) A method to evaluate employee motivation c) A technique to improve efficiency by analyzing tasks d) A bonus calculation system	K2	CO3
4	7	What is one main objective of training? a) To reduce salaries b) To improve employee skills c) To increase working hours d) To promote strikes	K1	CO4
	8	What is meant by 360-degree appraisal? a) A performance review by only the manager b) A salary review process c) Feedback from multiple sources (peers, supervisors, subordinates) d) A method of firing employees	K2	CO4
5	9	What is ergonomics? a) Study of computers b) Study of workplace design for efficiency and safety c) Study of economics in industry d) Study of employee discipline	K1	CO5
	10	What is one effect of fatigue at the workplace? a) Improved performance b) Increased productivity c) Reduced concentration and errors d) Better communication	K2	CO5

Cont...

SECTION - B (35 Marks)Answer **ALL** questions**ALL** questions carry **EQUAL** Marks (5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Explain the scope of Industrial Psychology.	K2	CO1
		(OR)		
	11.b.	Summarize the contributions of the Human Relations Movement.		
2	12.a.	State the objectives of job analysis.	K3	CO2
		(OR)		
	12.b.	Identify the differences between job description and job specification		
3	13.a.	Construct any two sources of recruitment	K3	CO3
		(OR)		
	13.b.	Build the steps in the selection process		
4	14.a.	Examine any two cognitive or ability tests used in selection	K4	CO4
		(OR)		
	14.b.	Survey the role of an assessment centre in recruitment.		
5	15.a.	Examine any two performance appraisal techniques	K4	CO5
		(OR)		
	15.b.	List the purpose of competency mapping?		

SECTION - C (30 Marks)Answer **ANY THREE** questions**ALL** questions carry **EQUAL** Marks (3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Examine the historical development of Industrial Psychology with emphasis on Time and Motion Studies and the Hawthorne Experiment	K4	CO1
2	17	Analyse the methods of Job Evaluation and how they help in determining internal and external pay equity.	K4	CO2
3	18	List the different sources of recruitment and the nature and objectives of recruitment in detail	K4	CO3
4	19	Examine the various performance appraisal techniques and critically evaluate their effectiveness	K4	CO4
5	20	Analyse the components of the work environment and the impact of boredom and fatigue on employee performance	K4	CO5

Z-Z-Z END