

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)
MSc DEGREE EXAMINATION MAY 2022
(Second Semester)

Branch – APPLIED PSYCHOLOGY

INDUSTRIAL RELATIONS AND LABOUR WELFARE

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (5 x 1 = 5)

1. As per Factories Act, 1948 canteen should be provided in factory where more than workers are employed.
a. 100
b. 250
c. 600
d. 1000
2. Social security provided by a 'means test' is called:
a) Social Insurance
b) Social Assurance
c) Social Assistance
d) Mutual Insurance
3. Layoff compensation is to be paid at ----- of average wages.
a) 15 days
b) 50%
c) 60%
d) 75%
4. Are collective agreements legally enforceable?
a) Yes, otherwise they would be worthless
b) No, they are never legally enforceable
c) They are presumed not to be legally enforceable unless the parties agree otherwise
d) Only those made with trade unions
5. What should be the minimum number of person's required to register a trade union?
a) Six
b) Seven
c) Eight
d) Nine

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 3 = 15)

- 6 a Explain the factors influencing Industrial Relations.
OR
b "Bipartite and Tripartite bodies are preventive machineries" – Justify.
- 7 a Determine the need and significance of social security.
OR
b State the objectives and functions of ILO.
- 8 a Evaluate the effects of unattended grievance on Industrial relations.
OR
b Assume yourself as a HR manager, State on what conditions you will provide lay-off to your employee.
- 9 a Explain the salient features of Payment of Wage Act 1936.
OR
b Recommend few tactics you would use if you were negotiating a collective bargaining agreement.
- 10 a "Trade unions are inevitable for industrial democracy" – Justify.
OR
b State the concept and objectives of workers participation in Management.

Cont...

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Elucidate the problems of Indian labour in organized and unorganized sectors.
OR
b Compare the theories of labour welfare.
- 12 a Analyze the impact of ILO on Industrial Relations in India.
OR
b Differentiate social assistance and social insurance with suitable examples.
- 13 a Appraise the grievance redressal mechanism in Indian Industries.
OR
b Enumerate the causes and effects of strike.
- 14 a Categorize the various factors affecting wage fixation.
OR
b Elucidate the process of collective bargaining.
- 15 a Criticize workers participation in management in India.
OR
b Interpret the theories of trade union.

Z-Z-Z

END

PSG COLLEGE OF ARTS & SCIENCE
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MSc DEGREE EXAMINATION MAY 2022
(Fourth Semester)

Branch – APPLIED PSYCHOLOGY
ORGANISATIONAL BEHAVIOUR

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (10 x 1 = 10)

1. Who proposed “bureaucratic structure” is suitable for all organization ?
(i) Elton Mayo (ii) Henry Fayol
(iii) F.W. Taylor (iv) Max Weber
2. Organization behavior is _____.
(i) an interdisciplinary approach (ii) a humanistic approach
(iii) total system approach (iv) all of these
3. Raju believes that men perform better in oral presentations than women. What shortcut has been used in this case?
(i) The halo effect (ii) The contrast effect
(iii) Projection (iv) Stereotyping
4. Concept of MBO was introduced by:
(i) Peter. F. Drucker (ii) Mary Parker
(iii) Henry Fayol (iv) Philip Kotler
5. Which of the following is not a trait dimension in Big 5 personality trait?
(i) Extroversion (ii) Agreeableness
(iii) Ego (iv) Culture
6. Which of Luthans’ managerial activities involves socializing, politicking, and interacting with outsiders?
(i) traditional management (ii) communicating
(iii) human resource management (iv) networking
7. ERG theory of motivation was proposed by
(i) Maslow (ii) F. Herzberg
(iii) Alderfer (iv) Mc Gregor
8. _____ is a set of values that states what an organisation stands for
(i) Organization behavior (ii) Organizational culture
(iii) Organizational spirit (iv) Organizational effectiveness
9. Grid Organisation Development was developed by
(i) Blake and Mouton (ii) Elton Mayo
(iii) F/W Taylor (iv) Max weber
10. The group formed by an organization to accomplish narrow range of purposes within a specified time is
(i) Formal Group (ii) Task Group
(iii) Interest Group (iv) Functional Group

Cont...

SECTION - B (35 Marks)

Answer **ALL** Questions

ALL Questions Carry EQUAL Marks (5 x 7 = 35)

- 11 a Narrate the Principles of scientific management.
OR
b Explain the advantages and disadvantages of Henri Fayol administrative management.
- 12 a Define personality and discuss the major attributes of personality.
OR
b What is perception and explain the factors that influence the perception?
- 13 a Explain Maslow's theory of motivation.
OR
b State the characteristics and functions of leader.
- 14 a Analyze the strengths and weaknesses of group decision making.
OR
b Describe five stages of group development.
- 15 a Compare bureaucratic and clan organisation culture.
OR
b Discuss the tactics of overcoming resistance to change.

SECTION - C (30 Marks)

Answer any **THREE** Questions

ALL Questions Carry EQUAL Marks (3 x 10 = 30)

- 16 Elucidate Hawthorne experiments and its implications.
- 17 Differentiate classical and operant conditioning.
- 18 Discuss about trait theories of leadership in brief.
- 19 Differentiate group from team. Explain the dynamics of group formation.
- 20 Explain the systems approach to organization.

Z-Z-Z

END