

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

BSc DEGREE EXAMINATION MAY 2024  
(Fourth 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 Industrial Psychology can be implemented in
  - (i) Organisations
  - (ii) Mental health centers
  - (iii) Counselling centres
  - (iv) All the above
- 2 \_\_\_\_\_ refers to an individual's general attitude toward his or her job
  - (i) job satisfaction
  - (ii) job involvement
  - (iii) job stability
  - (iv) organizational commitment
- 3 Scientific management discourages \_\_\_\_\_
  - (i) Rule of the thumb
  - (ii) Select, train & develop employees
  - (iii) Reduction of production cost
  - (iv) Systematic work procedure
- 4 Which among these are not an approach to analyse the training needs?
  - (i) Departmental Analysis
  - (ii) Task Analysis
  - (iii) Person Analysis
  - (iv) None of the above
- 5 The basic definition of Ergonomics is?
  - (i) using relaxed posture
  - (ii) fitting the employee to the workstation
  - (iii) fitting the workstation to the employee
  - (iv) sitting is an upright and correct posture

SECTION - B (15 Marks)

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

- 6 a How do individual differences affect industrial psychology?  
OR  
b What is the scope of IP (Industrial Psychology)?
- 7 a What are the different methods used for job evaluation in Occupational Information?  
OR  
b What are the challenges of conducting a job analysis in Occupational Information?
- 8 a What are the advantages of using an interview in employee selection?  
OR  
b What are the various sources of recruitment?

Cont...

- 9 a How can training contribute to reducing accident proneness among employees?  
OR  
b Define performance appraisal. Why is performance appraisal necessary in a work environment?
- 10 a Explain the various components of a work environment  
OR  
b Enumerate the causes and prevention measures in accident.

**SECTION -C (30 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a What were the Hawthorne studies and how did they contribute to the field of human relations and organizational behaviour?  
OR  
b Elaborate on the role of an industrial psychologist.
- 12 a How can job satisfaction be measured in Occupational Information?  
OR  
b Bring out the methods that can be used to find employees' attitudes in Industrial Psychology.
- 13 a Describe the purpose of evaluating employees.  
OR  
b Examine the use, definition, advantages, and limitations of interviews as a selection method, and identify different interviewing techniques.
- 14 a Point out the different methods or techniques used for performance appraisal?  
OR  
b How can training contribute to reducing accident proneness among employees?
- 15 a Enumerate work environment and work life balance.  
OR  
b What are the various accidents that happen in the workplace? List out the cause and explain how it could be prevented?

Z-Z-Z

END