



BRAINWARE UNIVERSITY

Term End Examination 2024-2025
Programme – B.Sc.(PSY)-Hons-2022

Course Name – Industrial Psychology and Organizational Behavior
Course Code - PSYC501
(Semester V)

Library
Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :

- (i) Recognize which of the following is not a core aspect of Organizational Behavior.
 - a) Individual behavior
 - b) Group behavior
 - c) Organizational structure
 - d) Technological development
- (ii) Describe the importance of Organizational Behavior for managers.
 - a) Develop technical skills
 - b) Ignore employee concerns
 - c) Understand and manage workforce behavior
 - d) Focus only on the organizational structure
- (iii) State which of the following best describes a limitation of the Contingency Approach.
 - a) It does not consider the external business environment.
 - b) It may lead to inconsistent HR practices across similar departments.
 - c) It assumes that all organizations face the same challenges.
 - d) It promotes a rigid and inflexible HR strategy.
- (iv) Express the primary goal of a systems approach.
 - a) To analyze individual components in isolation
 - b) To optimize the performance of individual components
 - c) To understand how different components of a system interact and influence each other
 - d) To focus solely on the output of a system.
- (v) Choose the primary purpose of job analysis.
 - a) To determine employee satisfaction
 - b) To outline the training needs of employees
 - c) To identify the duties, responsibilities, and requirements of a specific job
 - d) To evaluate employee performance
- (vi) Indicate which is NOT typically included in a job analysis.
 - a) Job description
 - b) Job specification

- d) Job evaluation
- (vii) Select which of the following is an application of Organizational Behavior in leadership development.
- a) Leadership styles and traits
b) Emotional intelligence and empathy
c) Coaching and mentoring
d) All of these
- (viii) Indicate what is the primary advantage of using behavioral-based interview questions.
- a) They are more flexible and can be adapted during the interview
b) They allow interviewers to assess past behaviors as predictors of future performance
c) They require candidates to perform tasks relevant to the job
d) They are quicker to administer than other types of interviews
- (ix) Indicate what does face validity refer to in employee selection.
- a) The degree to which a test appears relevant to the candidates
b) The extent to which a test accurately predicts job performance
c) The ability of a test to measure a specific construct
d) The fairness of the test across different demographic groups
- (x) Identify the primary purpose of on-the-job training.
- a) To provide theoretical knowledge
b) To teach employees in a classroom setting
c) To allow employees to learn while performing their job tasks
d) To assess employees' knowledge after the training
- (xi) Choose the purpose of a training needs analysis.
- a) To assess the effectiveness of a training program after it has been completed
b) To identify the skills, knowledge, and abilities that employees need to develop
c) To provide feedback to trainers on their performance
d) To evaluate the cost-effectiveness of training programs
- (xii) Choose which of the following is considered a physical factor of working conditions.
- a) Job security
b) Noise levels in the workplace
c) Interpersonal relationships with colleagues
d) Opportunities for career advancement
- (xiii) Indicate in the context of working conditions job satisfaction refers to
- a) The level of income an employee receives
b) The degree of contentment employees feel about their work
c) The number of hours worked per week
d) The opportunities for social interaction at work
- (xiv) Identify which of the following is an example of Human Resource Development (HRD).
- a) Conducting employee performance evaluations
b) Implementing employee benefits and compensation plans
c) Providing leadership training and mentoring programs
d) Managing workplace conflict and employee relations
- (xv) Indicate which of the following best defines job involvement.
- a) The degree to which an employee identifies psychologically with their job and considers their performance level important to self-worth
b) The process of training employees for their job
c) The level of social interaction employees have at work
d) The monetary benefits an employee receives from their job

Group-B
(Short Answer Type Questions)

3 x 5=15

2. Describe how does job stress impact employee performance. (3)
3. Explain off-the-job training and provide an example of when it might be used in an organization. (3)
4. Describe the process of recruitment. (3)
5. Describe the Contingency Approach. (3)
6. Analyse how Human Resource Management is relevant in modern business environment. (3)

OR

Analyse the core functions of Human Resource Development. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Illustrate the psychological effects of black and brown in workplace settings. (5)
8. Analyse how an understanding of McClelland's Theory of Needs helps managers in a business setting. (5)
9. Analyze job involvement. (5)
10. Articulate the Organizational Learning Perspective. (5)
11. Explain these steps of Job Analysis - Identification of tasks and Writing task statements. (5)
12. Illustrate the common sources of noise in a workplace, and how can they be controlled. (5)

OR

Illustrate the impact of natural lighting on employee performance. (5)
