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Barasat, Kolkata -7001

**Term End Examination 2025-2026**
**Programme – B.Sc.(PSY)-Hons-2023**
**Course Name – Industrial Psychology**
**Course Code - BPY57116 (T)**
**( Semester V )**

**Full Marks : 40** **Time : 2:0 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 10=10

1. *Choose the correct alternative from the following :*

(i) Identify 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) Choose the example of group-level analysis in Organizational Behavior.

a) Analyzing the leadership style of a manager
b) Studying team dynamics in a project
c) Assessing the job satisfaction of an individual
d) Examining organizational culture

(iii) Identify what best describes the interdisciplinary nature of Organizational Behavior.

a) It only relies on psychology
b) It integrates knowledge from psychology, sociology, anthropology, and other disciplines
c) It is a standalone discipline with no influence from other fields
d) It is based solely on economic principles

(iv) Indicate which of the following is a key characteristic of the Contingency Approach in HR.

a) It advocates for a universal set of HR practices applicable to all organizations.
b) It emphasizes the importance of adapting HR practices based on organizational needs and external conditions.
c) It promotes the use of only traditional HR practices regardless of the organizational environment.
d) It discourages flexibility and adaptation in HR practices.

(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) Select which of the following is an application of Organizational Behavior in employee management.



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a) Recruitment and selection
b) Performance management and appraisal
c) Training and development
d) All of these

(vii) Identify the primary focus of Organizational Behavior.

a) Organization structure and design
b) Employee behavior and performance
c) Marketing and finance
d) Technology and innovation

(viii) Identify which of the following HRM activities is concerned with the development of the skills and abilities of employees.

a) Training and Development
b) Performance Appraisal
c) Compensation and Benefits
d) Employee Relations

(ix) Select which need is acquired through life experiences and learning.

a) Need for Achievement
b) Need for Affiliation
c) Need for Power
d) All of these

(x) Identify excessive noise in the workplace can lead to which of the following issues

a) Increased creativity
b) Stress and fatigue
c) Enhanced communication
d) Better teamwork

## Group-B

(Short Answer Type Questions) 3 x 5=15

2. Describe the word - organization. (3)
3. Explain the meaning and contributions of the Human Resources Approach. (3)
4. Illustrate the relationship between Industrial Psychology and Sociology. (3)
5. Illustrate the types of interview on the basis of style. (3)
6. Summarize the scope of Human Resource Management in an organization. (3)

**OR**

Summarize the scope of Human Resource Development within an organization. (3)

## Group-C

(Long Answer Type Questions) 5 x 3=15

7. Examine the nature of Industrial/Organizational Psychology. (5)
8. Explain the types of interview on the basis of structure. (5)
9. Express the five levels of Maslow's Hierarchy of Needs. (5)

**OR**

Express how can Herzberg's Two-Factor Theory be applied to improve employee motivation in an organization. (5)

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