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**ST ALOYSIUS COLLEGE (AUTONOMOUS),  
MANGALURU**

**FIRST SEMESTER - P.G. EXAMINATION - M.Sc Corporate Psychology**

**November/December - 2023**

**PSYCHOLOGICAL PROCESSES**

**Time : 3 Hours**

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**Max. Marks : 70**

**I. Answer any FIVE of the following.**

**(5x2=10)**

1. What are the basic functions of memory?
2. What is law of pragnanz?
3. What does Yerkes- Dodson law state?
4. What are archetypes?
5. What is social perception?
6. Define thinking.
7. Difference between systematic and heuristic processing.

**II. Answer any FOUR of the following.**

**(4x5=20)**

8. Why do we forget? Bring out the various reasons.
9. Explain the different types of attention with example.
10. Elucidate phenomenon of operant conditioning through Skinner's experiments
11. Explain Maslow's hierarchy of needs.
12. What are the errors in attribution? Explain.
13. Bring out the applications of classical conditioning in different set up.

**III. Answer any FOUR of the following.**

**(4x10=40)**

14. Discuss the different approaches to problem solving.
15. What is Depth Perception? Discuss the cues that help us in depth perception.
16. Write the application of the principles of operant conditioning.
17. Discuss the different ego defense mechanisms with examples.
18. Discuss the different ways of combating the effect of prejudice.
19. Analyze various theories of emotion highlighting their unique perspectives on the emotional process and experience.

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**ST ALOYSIUS COLLEGE (AUTONOMOUS),  
MANGALURU**

**FIRST SEMESTER - P.G. EXAMINATION - M.Sc Corporate Psychology**

**November/December - 2023**

**PSYCHOLOGICAL ASSESSMENT**

Time : 3 Hours

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Max. Marks : 70

I. Answer any **FIVE** of the following.

(5x2=10)

1. Differentiate between assessment and measurement.
2. What is an interview?
3. What is validity?
4. Mention the different types of attitude scale.
5. What are integrity tests?
6. What is a standardized test?
7. What is ratio scale? Give example.

II. Answer any **FOUR** of the following.

(4x5=20)

8. What are norms? Discuss the different types of norms.
9. What are the different types of observations?
10. Discuss the characteristics of good psychological tests.
11. Describe the guidelines for writing the items of a test.
12. Work samples and situational exercises are used as approaches to personnel selection in the organisation. Elaborate.
13. What is item analysis? Discuss the purpose and methods of item analysis.

III. Answer any **FOUR** of the following.

(4x10=40)

14. How did the historical evolution of psychology as a field contribute to the emergence and refinement of various testing approaches?
15. Discuss rating scale as a method of assessment with its uses and limitations.
16. What are the characteristics of Normal Probability curve? Bring out the uses and application of NPC.
17. Discuss the process of construction of a psychological test.
18. Classify the different types of psychological tests with example.
19. What is reliability? Explain the different types of reliability.

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**ST ALOYSIUS COLLEGE (AUTONOMOUS),  
MANGALURU**

**FIRST SEMESTER - P.G. EXAMINATION - M.Sc. Corporate Psychology**

**November/December - 2023**

**HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 70

I. Answer any **FIVE** of the following.

(5x2=10)

1. Define SHRM.
2. Define job analysis.
3. What is an employee handbook?
4. Define executive development.
5. Define competency mapping.
6. Name two objectives of training.
7. What are the issues that HR faces in an organisation.

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II. Answer any **FOUR** of the following.

(4x5=20)

8. Explain the significance of HRM in business environment?
9. Write a short note on the two categories in sources of recruitment.
10. Explain the different stages of transfer.
11. Briefly explain the process of career planning.
12. Write a short note on the process of performance appraisal.
13. State the objectives of orientation.

III. Answer any **FOUR** of the following.

(4x10=40)

14. How do you foster a culture of continuous learning and development within the HR team to keep up with industry changes?
15. Explain the methods of collecting job analysis data.
16. Differentiate between recruitment and selection.
17. What are the risks involved when there is no succession planning?
18. What are the methods of job evaluation?
19. How is organizational strategy linked to HRP?

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**ST ALOYSIUS COLLEGE (AUTONOMOUS),  
MANGALURU**

**FIRST SEMESTER - P.G. EXAMINATION - M.Sc Corporate Psychology**

**November/December -**

**ORGANISATIONAL PSYCHOLOGY**

**Time : 3 Hours**

**Max. Marks : 70**

**I. Answer any FIVE of the following.**

**(5x2=10)**

1. What is west vs the rest mentality?
2. What is emotional labour?
3. Give examples of counterproductive Work behaviours.
4. Difference between eustress and distress.
5. Define I/O Psychology.
6. What is the focus of environmental and personal antecedents of Job satisfaction?
7. What is organisational citizenship behaviour?

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**II. Answer any FOUR of the following.**

**(4x5=20)**

8. Write a note of Ethical Principles in I/O Psychology.
9. What are some of the key factors that influences an individual's level of commitment to an organization?
10. Evaluate the role of Ability and motivation on task performance.
11. Discuss primary prevention strategies to reduce stress.
12. Examine the common stressors at work.
13. Discuss the meaning and importance of motivation in the workplace.

**III. Answer any FOUR of the following.**

**(4x10=40)**

14. Trace the history of I/O Psychology from the classic to the modern period
15. Discuss why it is important to have a multicultural-friendly workplace.
16. Critically evaluate the classical and modern theories of motivation.
17. Can you differentiate between various types of productive behaviors and explain their specific contributions to organizational success?
18. Examine the consequences of stress.
19. Discuss the factors responsible for accidents.