

PH 551.1

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St Aloysius College (Autonomous)

Mangaluru

Semester I – P.G. Examination – M.Sc. Corporate Psychology

February 2021

PSYCHOLOGICAL PROCESSES

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MANGALORE-575 007

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is abductive reasoning?
2. Define absolute threshold
3. Distinguish between bottom-up and top-down processing?
4. What is declarative memory?
5. Describe hierarchy of needs?
6. What is impression management?
7. What is Life Records (L Data)?

II. Answer any FOUR of the following.

(4×5=20)

8. What are the blocks to problem solving?
9. Explain briefly the basic process of vision.
10. How does reward and punishment play a role in learning?
11. Summarize Cattell's approach to Personality traits?
12. What are the basic sources of error in attribution?
13. Discuss the approaches to motivation?

III. Answer any FOUR of the following.

(4×10=40)

14. Discuss various types and steps in problem solving?
15. Explain any two theories of Emotion?
16. Briefly describe classical conditioning.
17. What is inferiority complex? Discuss Adler's contribution to individual psychology?
18. Explain attitude formation with examples.
19. What is group dynamics? Explain the nature and functions of group dynamics.

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February 2021

PSYCHOLOGICAL ASSESSMENT

Time: 3 hrs.

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Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is a self-report?
2. Define competency mapping.
3. Write the types of validity.
4. Distinguish between speed and power tests.
5. Define temperament.
6. What is a projective test?
7. State the purpose of item discrimination.

II. Answer any FOUR of the following.

(4×5=20)

8. Write a note on the ethical principles of APA.
9. What is observation? Describe its types.
10. Define measurement. Explain the levels of measurement.
11. Give the guidelines for writing items.
12. What is job analysis? Give a note on it.
13. Write the characteristics of a normal curve.

III. Answer any FOUR of the following.

(4×10=40)

14. Write a detailed note on test classification methods.
15. Critically examine interview as a method of assessment.
16. What is reliability? Discuss the types and methods of finding reliability.
17. Illustrate analysis of item difficulty with suitable example.
18. Elaborate on the appraisal of work performance in industries and organizations.
19. Summarize the descriptive statistics available to describe the characteristics of the sample.

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HUMAN RESOURCE MANAGEMENT

Time: 3 hrs.

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Max Marks: 70

(5×2=10)

I. Answer any FIVE of the following.

1. Define HRM?
2. Review the term Job Analysis?
3. What is meant by Recruitment?
4. Define Succession Planning?
5. Review the term Competency Mapping?
6. Explain the concept of Job Description and Job Specification?
7. What is meant by Strategic Human Resource Management?

II. Answer any FOUR of the following.

(4×5=20)

8. Review the functions of HRM?
9. Enumerate the process of Job Analysis?
10. Discuss the objectives of HRP?
11. Describe the sources of recruitment?
12. Mention the stages of career progression?
13. Explain briefly the components of compensation?

III. Answer any FOUR of the following.

(4×10=40)

14. Discuss the issues and challenges of HRM?
15. Describe the methods of collecting Job Analysis data?
16. Explain in detail the process of HRP?
17. Discuss the different methods of training?
18. Analytically review the errors in appraisal process?
19. Elucidate the selection process in IT industry?

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ORGANISATIONAL PSYCHOLOGY

Time: 3 Hours

Max. Marks: 70

I Answer any FIVE of the following: (5x2=10)

1. Define I/O Psychology.
2. Mention the important concepts in designing.
3. Define Emotional dissonance.
4. What is the difference between Galatia effect and Pygmalion effect?
5. What is action theory?
6. Differentiate eustress and distress.
7. What is work place bullying?

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II Answer any FOUR of the following : (4x5=20)

8. Write a note on the benefits of hiring a corporate psychologist.
9. Discuss the multicultural and cross-cultural issues in organizational psychology with reference to Hofstede's model.
10. Discuss the importance of organizational commitment on enhancing productivity.
11. Discuss the importance of organizational citizenship behavior in organizations.
12. Elaborate various measures to prevent accidents in organizations.
13. Discuss the theory of goal setting.

III Answer any FOUR of the following : (4x10=40)

14. Trace the history of organizational psychology.
15. Critically analyse the theories of employee motivation.
16. Explain the nature of job satisfaction and discuss the antecedents of job satisfaction.
17. Discuss various counterproductive behaviors in organizations.
18. Discuss the common stressors at work and explain various methods to reduce and manage stress.
19. Delineate the issues of alcoholism and drug usage in work place.
