

PH 551.1

Reg. No:

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**St Aloysius College (Autonomous)
Mangaluru**

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

January - 2023

PSYCHOLOGICAL PROCESSES

Time: 3 Hours

Max. Marks: 70

I. Answer any FIVE of the following :

(5x2=10)

1. Define Prototype.
2. What are Binocular Cues?
3. What is Negative Reinforcement?
4. What is Fixation?
5. Mention the types of Long term memory.
6. Define Stereotype.
7. Define Trait.
8. Define Prejudice.

II. Answer any FOUR of the following :

(4x5=20)

9. Describe Perceptual constancy.
10. Describe deductive and inductive reasoning with suitable examples.
11. How does Cannon-Bard explain the nature of emotion?
12. Discuss Drive reduction theory of motivation.
13. Explain collective unconscious.
14. Write a note on attitudes and its formation.

III. Answer any FOUR of the following :

(4x10=40)

15. Discuss the theory and application of classical conditioning.
16. Describe and explain the nature of forgetting.
17. Explain the process of hearing sensation.
18. Elaborate on how people learn from their observation.
19. Critically examine the nature of human personality from Rogers' perspective.
20. Write in detail about Group Dynamics.

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PSYCHOLOGICAL ASSESSMENT

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following. (5×2=10)

1. What is psychological assessment?
2. What is an interview? Describe its types.
3. What is observation schedule?
4. Describe Normal Probability curve.
5. What is skewness?
6. Describe item difficulty.
7. What is job analysis?

II. Answer any FOUR of the following. (4×5=20)

8. What are the ethical and social considerations in psychological testing?
9. Write a note on Group discussion.
10. Write a note on rating scales.
11. Explain classical test theory.
12. Explain levels of measurement with examples.
13. Explain autobiographical data.

III. Answer any FOUR of the following. (4×10=40)

14. Explain the history of psychological testing.
15. Elaborate on the principles of assessment.
16. Explain the method of observation.
17. Discuss the guidelines for item writing.
18. Discuss the steps in test construction.
19. Explain the role of testing and highlight on key issues in personnel testing.

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January 2023**

HUMAN RESOURCE MANAGEMENT

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is 360-degree performance appraisal?
2. Review the term career planning
3. What do you mean by Human Resource Management?
4. What is position analysis Questionnaire?
5. What is recruitment?
6. Differentiate between structured selection interview from unstructured selection interview.
7. Differentiate merit based and seniority-based promotion.

II. Answer any FOUR of the following.

(4×5=20)

8. What are the changing roles of HR in present day organizations?
9. Write a short note on job description and job specification.
10. Discuss the scope and importance of online recruiting.
11. Tabulate the advantages and disadvantages of internal and external recruitment.
12. What is internal mobility? Explain different methods of external mobility.
13. Explain various types of benefits and services.

III. Answer any FOUR of the following.

(4×10=40)

14. Define training. Discuss the various training methods.
15. Explain the meaning and objectives of Human Resource Planning
16. Discuss the emerging trends in HR.
17. Discuss the process and meaning of selection.
18. Explain the meaning and process of performance appraisal and discuss various methods of performance appraisals.
19. Discuss the importance and functions of Human Resource Management.

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ORGANIZATIONAL PSYCHOLOGY

Time: 3 Hours

Max. Marks: 70

I. Answer any FIVE of the following :

(5x2=10)

1. Define organizational psychology.
2. Mention the components of Hofstede's theory.
3. Define need for affiliation.
4. Mention the skills required by I/O psychologists to understand human behaviour.
5. What is Eustress?
6. What is emotional labour?
7. What is the importance of context in research?

II. Answer any FOUR of the following :

(4x5=20)

8. Write a note on the ethics of I/O field.
9. Discuss goal setting theory of motivation.
10. Briefly describe various antecedents of job satisfaction.
11. Discuss the importance of organizational citizenship behaviour in present day organization.
12. Discuss the consequence of aggression in work place.
13. Discuss the issues of substance abuse at the work place.

III. Answer any FOUR of the following :

(4x10=40)

14. Trace the history and evolution of I/O psychology.
15. Discuss the multicultural and cross cultural issues in industrial and organizational psychology.
16. Discuss the nature of job satisfaction and explain its potential effects.
17. Elucidate various counter productive work behaviour.
18. Discuss various causes of accident and its prevention.
19. Define workplace stress. Explain the effects and management of stress at the workplace.
