

6/12/18 (M)

[This question paper contains 2 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 7908 **IC**
Unique Paper Code : 12111504
Name of the Paper : Foundation of Industrial/
Organizational Psychology – I
Name of the Course : **B.A. (Hons) Applied
Psychology : CBCS**
Semester : V
Duration : 3 Hours Maximum Marks : 75

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt all the **five** questions.
3. **All** the questions carry equal marks.

1. Describe important historical developments in the field of I/O Psychology? Discuss the OB model. (10,5)

Or

What are the core elements of Organizational structure? Discuss how these are available in the bureaucratic structures. (8,7).

2. Discuss Job Satisfaction and Organizational Commitment citing cases and examples from Indian and western context. (15)

P.T.O.

Or

What is Organizational Citizenship Behaviour? Elaborate with research evidence. (15)

3. What are the principles of Selection? Discuss the Interview technique of employee selection. (5,10)

Or

What is performance appraisal? Describe various methods used in appraisal of employees in an organization. (5,10)

4. What is training? What are the different methods involved in the training processes? (15)

Or

Discuss the importance of the training model. Explain how evaluation of training is performed? (5,10)

5. Write short notes on any **two** of the following:

(a) New design options

(b) Karma Yoga

(c) Positive organizational behavior (POB)

(d) Evaluation of training models (7.5,7.5)