

OBE December 2020

**Set B**

**Unique Paper Code :** 12111504

**Paper/Title Name :** C 12 Foundations of Industrial/ Organizational Psychology- II (CBCS)

**Name of the Course :** B.A. (Hons.) Applied Psychology CBCS

**Semester :** V

**Duration:** 3 hrs

**Maximum Marks:** 75

**Attempt any four questions.  
All questions carry equal marks i.e. 18.75 each.**

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1. Explain the concept of organisation and the significance of its existence. How are new organizational designs useful in these pandemic times?
2. What is organisational commitment, why should managers want it in their work force and is there any cost effective way to secure it?
3. Explain the important principles that should be taken into consideration before choosing a selection method. In the current pandemic times, employers must leverage existing and new technologies for selection purposes. In this context, describe any two selection methods that can be best used by an organisation these days for hiring personnel?
4. A financial services firm has requested ABC Consulting Group to develop a variety of soft skills training programs for it's managers. The management has been having difficulty in meeting targets and the managers are feeling overworked and stressed. Discuss the details of training workshops/methods that would be included by the trainers of the ABC consulting group?
5. What are important developments in the discipline of Industrial and organisational Psychology? Discuss the concept of Karma Yoga as an attitude towards work.
6. What is performance appraisal and how can it be used in designing training programs for employees? Elaborate any two methods of training.