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(2063)

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M.B.A. 3rd Semester Examination

Advanced Industrial Psychocogy

HRM-02

Time : 3 Hours

Max. Marks : 60

*The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary continuation sheet will be issued.*

**Note :** Attempt five questions in all, selecting one question from each unit. All the questions carry equal marks.

#### UNIT - I

1. Define industrial psychocogy. Being is management's students why do you study industrial psychocogy. Discuss.
2. Write short note on:
  - (a) Scope of industrial psychocogy.
  - (b) Importance and limitation of psychological tests.

#### UNIT - II

3. What are the attitudes? How do attitudes affect behaviour at work?
4. The process of cognitive dissonance helps an individual to overcome certain inconsistencies in his decision making process. Discuss the process by which it results in attitude change.

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**UNIT - III**

5. How can managers use the social learning model as a powerful management tool to enhance learning capabilities of the employees in an organization.
6. What is programmed learning? What are the ways to conduct programmed learning in organizations.

**UNIT - IV**

7. On the basis of the Big Five personality theory, describe the personality profile of
  - (a) Your teacher of industrial psychology
  - (b) One of your parents/ Has the knowledge of their personality profile influenced your decision in determining your behaviour towards them? Discuss.
8. What is group dynamics? Discuss the assumptions underlying the study of group dynamics.

**UNIT - V**

9. Discuss the 'General Adaptation syndrome' with examples. How does it relate to the tolerance level of individuals in organisation?
10. Discuss some of the individual coping strategies of stress. What can organizations do to help in managing the stress of the employees more effectively.