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**St Aloysius College (Autonomous)
Mangaluru**

**Semester I – P.G. Examination – M.Sc Corporate Psychology
November - 2019**

PSYCHOLOGICAL PROCESSES

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is heuristics?
2. What are binocular cues?
3. Define conditioned response.
4. What is inferiority complex?
5. Define prejudice.
6. What is an insight?
7. What is latent learning?

II. Answer any FOUR of the following.

(4×5=20)

8. Compare Inductive and Deductive reasoning.
9. Describe perceptual constancy.
10. Write the meaning of observational learning.
11. Describe Eysenck's personality traits.
12. Illustrate cognitive dissonance with an example.
13. What is prototype? Describe it with an example.

III. Answer any FOUR of the following.

(4×10=40)

14. Discuss the levels of processing of memory?
15. What is emotion? Examine James-Lange and Canon-Bard theories of emotions.
16. Define Learning. Explain operant conditioning of learning.
17. Elaborate on the Freudian perspective of personality.
18. Define Attitude and how attitudes form and change?
19. Write in detail the Rogerian approach to understand personality.

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**St Aloysius College (Autonomous)
Mangaluru**

**Semester I – P.G. Examination – M. Sc Corporate Psychology
November - 2019**

PSYCHOLOGICAL ASSESSMENT

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. Define Halo Effect.
2. What is a projective test?
3. What is the difference between standardized and non standardized tests?
4. What is an ordinal scale?
5. Mention the uses of tests.
6. What is job analysis?
7. What is item writing?

II. Answer any FOUR of the following.

(4×5=20)

8. Discuss the importance of psychological testing in the assessment.
9. What are the uses of computers in testing? Discuss
10. What are the sources of error in performance appraisal? Discuss.
11. Elaborate on the merits and demerits of observation?
12. Write a note on group discussion
13. Elaborate on general guidelines for item writing?

III. Answer any FOUR of the following.

(4×10=40)

14. Examine the history of psychological testing.
15. Explain the types and characteristics of questionnaire method?
16. What is reliability? Discuss the types of reliability.
16. What is descriptive statistics? Discuss.
17. Discuss the process of Item Analysis.
18. Explain the legal issues in industrial and organization assessment?
19. What is the role of testing in personnel selection? Discuss the approaches to personnel selection?

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St Aloysius College (Autonomous)
Mangaluru

Semester I – P.G. Examination – M.Sc. Corporate Psychology
November - 2019

HUMAN RESOURCE MANAGEMENT

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. What is employee leasing?
2. What is an employee handbook?
3. What is job analysis?
4. What is position analysis Questionnaire?
5. What is Human Resource Information System
6. What is employee referral mode of recruitment?
7. Differentiate merit based and seniority based promotion.

II. Answer any FOUR of the following.

(4×5=20)

8. What are the important roles played by human resource managers in present day organizations?
9. Write a note on job description and job specification.
10. Discuss the scope and importance of online recruiting.
11. Describe the sources of internal and external recruitment.
12. Explain the meaning and process of performance appraisal.
13. Discuss the need for cross cultural training in the present day organizations.

III. Answer any FOUR of the following.

(4×10=40)

14. Explain the importance and methods of training the employees.
15. Explain the meaning and steps involved in Human Resource Planning.
16. Define Human Resource Management and provide an overview of Strategic Human Resource Management.
17. Discuss the process of selection.
18. Discuss various methods of performance appraisals.
19. Discuss the merits and demerits of various compensation management strategies.

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St Aloysius College (Autonomous)
Mangaluru

Semester I – P.G. Examination – M. Sc Corporate Psychology
November - 2019

ORGANISATIONAL PSYCHOLOGY

Time: 3 hrs.

Max Marks: 70

I. Answer any FIVE of the following.

(5×2=10)

1. Define I/O psychology.
2. What is Hawthorne effect?
3. Define organizational commitment.
4. What are the traits related to work motivation.
5. Mention Maslow's hierarchy of needs.
6. Differentiate between eustress and distress.
7. What is alcoholism?

II. Answer any FOUR of the following.

(4×5=20)

8. Elaborate the ethics of I/O field.
9. Discuss various antecedents of job satisfaction.
10. Write a note on organizational citizenship behavior.
11. Discuss productive behaviours at the workplace.
12. Elaborate various causes of Accidents and ways to prevent it.
13. Explain the role of emotions in job satisfaction.

III. Answer any FOUR of the following.

(4×10=40)

14. Discuss the past present and future of organizational psychology.
15. Elucidate various theories of employee motivation.
16. Discuss various counterproductive behaviors in organizations.
17. Discuss the causes of stress in organizations and explain various methods to reduce stress.
18. Discuss multicultural and cross cultural issues in I/O psychology with reference to Hofstede's theory.
19. Delineate the issues of work place violence.

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St Aloysius College (Autonomous)

Mangaluru

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

November - 2018

PSYCHOLOGICAL PROCESSES

Time: 3 hrs.

Max Marks: 70

I. Answer any **FIVE** of the following.

(5×2=10)

1. What is Inductive reasoning?
2. What is forgetting?
3. Define attention
4. What is latent learning?
5. What is reaction formation?
6. What is prejudice?
7. Define attribution.

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II. Answer any **FOUR** of the following.

(4×5=20)

8. What is a concept? Explain
9. Briefly explain the types of attention.
10. Describe observation learning with examples.
11. Explain Humanistic theory according to Rogers.
12. What is attitude? Discuss the formation of attitude.
13. Discuss various ways of forming and changing attitudes.

III. Answer any **FOUR** of the following.

(4×10=40)

14. What is motivation? Discuss the various approaches to motivation.
15. Explain the types and steps in problem solving.
16. Discuss the theories of attribution.
17. What is group dynamics? Elaborate the functions of group dynamics.
18. Discuss Adler's theory of Personality
19. Elaborate perceptual processes with examples.

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St Aloysius College (Autonomous)
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Semester I - P.G. Examination - M.Sc. Corporate Psychology

November - 2018

PSYCHOLOGICAL ASSESSMENT

Time: 3 Hours

Max. Marks: 70

I. Answer any FIVE of the following :

(5x2=10)

1. What are Projective Tests?
2. Mention the uses of Tests.
3. Mention the sources of Error in Interview.
4. What is a Ratio Scale?
5. What is Item difficulty?
6. What is the role of Testing in Personnel Selection?
7. Define Employment Interview.
8. Define Normal Curve.

II. Answer any FOUR of the following :

(4x5=20)

9. Trace the history of psychological testing.
10. Write a note on Group Discussion.
11. Examine the different levels of measurement.
12. Discuss the guidelines for Item writing.
13. Describe the different methods of Job Analysis.
14. Examine the functions of observation as a method of assessment.

III. Answer any FOUR of the following :

(4x10=40)

15. Write an essay on classification method of tests.
16. Elucidate the meaning of Rating Scales. Discuss the different types of Rating Scales.
17. Define Reliability. Explain different types of reliability.
18. Explain the methods of determining Item Analysis.
19. Bring out the characteristics of questionnaires and discuss its types.
20. What are the functions of Performance Appraisal? Discuss the various approaches to Performance Appraisal.

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St Aloysius College (Autonomous)
Mangaluru
Semester I - P.G. Examination - M. Sc. Corporate Psychology
November - 2018

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max.Marks:70

I Answer any **FIVE** of the following :

(5×2=10)

1. What is strategic human resource management?
2. What is recruitment?
3. What is HRIS?
4. What do you mean by career planning?
5. What is job analysis?
6. What are fringe benefits?
7. What is competency based interviewing?

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II Answer any **FOUR** of the following :

(4×5=20)

8. Define HRM. Explain its significance.
9. What is job description and job specification? Differentiate them.
10. What is human resource planning? What are the factors affecting HRP?
11. Explain the process of recruitment.
12. Discuss the various types of interviewing.
13. What is HR scorecard? Explain its benefits.

III Answer any **FOUR** of the following :

(4×10=40)

14. "HRM focuses on results rather than rules". Describe the statement in the modern context.
15. Explain the process of human resource planning with an example.
16. Explain the various sources of recruitment.
17. What is compensation management? Explain the factors influencing compensation.
18. What is career planning? Explain the various ways by which internal mobility is done in an organization.
19. Discuss the need and importance of performance appraisal in an organization.

St Aloysius College (Autonomous)**Mangaluru****Semester I – P.G. Examination – M.Sc. Corporate Psychology****November - 2018****ORGANIZATIONAL PSYCHOLOGY**

Time: 3 hrs.

Max Marks: 70

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

1. What is Hawthorne effect?
2. Mention the benefits of employing a corporate psychologist.
3. Differentiate Type -A and Type- B personality.
4. What is self-efficacy?
5. What is abuse?
6. Differentiate between eustress and distress.
7. Differentiate 'felt emotions' and 'displayed emotions'.

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

8. Explain multicultural and cross cultural issues in the organization with reference to Hofstede's theory.
9. Discuss the importance of ethics in organizational psychology.
10. Discuss the relevance of organizational commitment on enhancing productivity.
11. Write a note on organizational citizenship behaviour.
12. Elaborate various causes of accidents in organizations.
13. Explain goal setting theory of motivation

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

14. Explain various research methods used in organization.
15. Elucidate any two theories of employee- motivation.
16. *Discuss the antecedent and consequences of job satisfaction.*
17. *Discuss various counter productive behaviour in organizations.*
18. *Discuss various causes of stress in organization and the methods to reduce stress.*
19. Delineate the issues of alcoholism and drug usage in work place.

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St Aloysius College (Autonomous)
Mangaluru
Semester I - P.G. Examination - M. Sc. Corporate Psychology
November - 2017

PSYCHOLOGICAL PROCESSES

Time: 3 Hours

Max.Marks:70

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

1. Define concept.
2. Define sensory memory.
3. What is perceptual constancy?
4. What is spontaneous recovery?
5. What is inferiority complex?
6. What is a trait?
7. Define attitude.

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

8. What is a prototype? Explain.
9. Explain schedules of reinforcement.
10. Write a note on drive reduction.
11. Discuss the concept of anima and animus in Jung's theory.
12. Describe the role of cognitive dissonance in attitude change.
13. What is an ideal self according Rogers? Explain.

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

14. Elaborate on inductive and deductive reasoning.
15. Explain how is depth perceived by our eyes?
16. Describe the model of observational learning.
17. Discuss Maslow's Hierarchy of needs.
18. Illustrate the formation of impression with examples.
19. Describe Freud's defense mechanism.

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St Aloysius College (Autonomous)

Mangaluru

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

November - 2017

PSYCHOLOGICAL ASSESSMENT

Time: 3 Hours

Max.Marks:70

I Answer any FIVE of the following :

(5×2=10)

1. What is an open end questionnaire?
2. Mention two tests to identify the vocational interest in the subject.
3. What is index of reliability?
4. What is numerical rating scale?
5. What is face validity?
6. Write the difference between objective tests and subjective tests.
7. What is autobiographical data?

II Answer any FOUR of the following :

(4×5=20)

8. Write a note on standardized and non standardized test.
9. Write the relevance of group discussion as an assessment technique.
10. What are the advantages of observation methods in assessment?
11. Write a note on levels of measurement.
12. Write a note on meaning and purpose of item analysis.
13. Write the sources of errors in performance appraisal.

III Answer any FOUR of the following :

(4×10=40)

14. Trace the history of psychological testing.
15. Discuss the ethical and social consideration in psychological testing.
16. Discuss the steps involved in item analysis.
17. Discuss the interview methods with its advantages and disadvantages.
18. Discuss the methods of performance appraisal.
19. Discuss the importance of personality assessment as a pre employment testing.

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**St Aloysius College (Autonomous)
Mangaluru**

**Semester I - P.G. Examination - M.Sc. Corporate Psychology
November - 2017**

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max. Marks: 70

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

1. What are the benefits of Re-engineering?
2. What is the use of position analysis questionnaire?
3. What are the methods of training?
4. What is the use of In-Basket exercise?
5. What are the methods of training need analysis?
6. Define job enrichment.
7. Why is 360° feedback superior to other feedback systems?

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

8. Differentiate between traditional HRM and strategic HRM.
9. Job analysis is related to all the functions of HRM. Discuss.
10. Critically evaluate interview as a selection method.
11. Explain different career stages.
12. Describe how different learning theories and concepts are applied in training.
13. Explain different methods of salary fixation.

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

14. Define HRM. Explain managerial and operative function of HRM.
15. Discuss the roles, qualities and qualifications of a HR manager.
16. Discuss the nature of job design and describe various techniques for designing jobs.
17. Explain the nature and concept of career planning and management.
18. Discuss the process of performance appraisal and explain various types of appraisals.
19. What is compensation management? How are the wages determined?

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**St Aloysius College (Autonomous)
Mangaluru**

**Semester I - P.G. Examination - M.Sc. Corporate Psychology
November - 2017**

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max. Marks: 70

I. Answer any FIVE of the following :

(5x2=10)

1. What are the benefits of Re-engineering?
2. What is the use of position analysis questionnaire?
3. What are the methods of training?
4. What is the use of In-Basket exercise?
5. What are the methods of training need analysis?
6. Define job enrichment.
7. Why is 360° feedback superior to other feedback systems?

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II. Answer any FOUR of the following :

(4x5=20)

8. Differentiate between traditional HRM and strategic HRM.
9. Job analysis is related to all the functions of HRM. Discuss.
10. Critically evaluate interview as a selection method.
11. Explain different career stages.
12. Describe how different learning theories and concepts are applied in training.
13. Explain different methods of salary fixation.

III. Answer any FOUR of the following :

(4x10=40)

14. Define HRM. Explain managerial and operative function of HRM.
15. Discuss the roles, qualities and qualifications of a HR manager.
16. Discuss the nature of job design and describe various techniques for designing jobs.
17. Explain the nature and concept of career planning and management.
18. Discuss the process of performance appraisal and explain various types of appraisals.
19. What is compensation management? How are the wages determined?

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St Aloysius College (Autonomous)
Mangaluru
Semester I - P.G. Examination - M. Sc. Corporate Psychology
November - 2017

ORGANISATIONAL PSYCHOLOGY

Time: 3 Hours

Max.Marks:70

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

1. What is Army alpha and Army beta?
2. Mention the components of Hofstede's theory.
3. Mention the hygiene factors.
4. What is emotional labour?
5. Define work life balance.
6. Define role ambiguity.
7. What are the causes of accidents at the work place?

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

8. Elucidate ethical issues in industrial and organizational psychology.
9. Discuss the need for goal setting in increasing performance of employees.
10. Illustrate the role of equity on employee motivation and discuss equity theory.
11. Discuss the importance of organizational citizenship behaviours in increasing productivity.
12. Discuss common reasons at the work place.
13. Explain few antecedents of job satisfaction.

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

14. Define industrial and organizational psychology and explain its history.
15. Explain expectancy and action theories of motivation and discuss its application in modern work world.
16. Discuss the traits related to work motivation.
17. Discuss various counter productive organizational behaviours and explain its implications.
18. Elucidate the causes and effects of work stress.
19. Discuss the impact of alcoholism on employee performance.
