

PH 551.1

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**St Aloysius College (Autonomous)**

**Mangaluru**

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

**February - 2022**

**PSYCHOLOGICAL PROCESSES**

Time: 3 hrs.

Max Marks: 70

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

**(5×2=10)**

1. What is a prototype? Give an example.
2. What is chunking? Give examples.
3. What is size constancy?
4. Describe sensory adaptation.
5. What is stimulus generalization?
6. Differentiate between trait and type personality.
7. What is cognitive dissonance?

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

**(4×5=20)**

8. Explain the levels of processing model.
9. Define attention and explain its types.
10. Discuss insight theory of learning.
11. Explain Person centered theory of personality.
12. How can attitude be changed?
13. Explain the nature and origin of prejudice.

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

**(4×10=40)**

14. Explain the process of sensory basis of any one sensation.
15. Explain the various theories of emotion.
16. Explain push and pull theories of motivation and discuss its applications.
17. Elaborate on Jungian theory of personality.
18. Define Attribution and describe any one theory of attribution.
19. Explain group think and group polarization.

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

**February- 2022**

**PSYCHOLOGICAL ASSESSMENT**

**Max Marks: 70**

**Time: 3 hrs.**

**(5×2=10)**

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

1. What are projective tests? Give examples.
2. Describe the errors in rating scales.
3. What is competency mapping?
4. What is kurtosis?
5. Differentiate between power and speed tests.
6. What is test- retest reliability?
7. What are cognitive ability tests?

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

**(4×5=20)**

8. Discuss the applications and limitations of psychological testing.
9. Explain the use of computers in testing.
10. Write a note on questionnaires.
11. Describe validity. Mention its types.
12. What are the different types of norms?
13. Explain personality and temperament assessments.

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

**(4×10=40)**

14. Discuss test classification methods.
15. Discuss APA ethical principles.
16. Explain the method of interview.
17. Explain reliability and its types.
18. Discuss the principles of writing.
19. Explain the legal issues in industrial and organizational assessment.

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**St Aloysius College (Autonomous)**  
**Mangaluru**  
**Semester I – P.G. Examination – M. Sc Corporate Psychology**  
**February - 2022**  
**HUMAN RESOURCE MANAGEMENT**

Time: 3 hrs.

Max Marks: 70

(5×2=10)

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

1. What is Competency mapping?
2. Define Reengineering?
3. What is Position analysis questionnaire?
4. What is Career anchor?
5. What is Quality circle?
6. What is in basket Exercise?
7. Define Job enrichment?

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**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. Describe the methods of collecting job analysis data.
10. Give an overview of Career development.
11. Elucidate various factors influencing compensation;
12. Tabulate the advantages and disadvantages of internal and external recruitment.
13. Discuss the need of cross-cultural training in present day work world.

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

(4×10=40)

14. Explain the nature, objective and importance of human resource management.
15. Provide an overview of strategic human resource management.
16. Critically evaluate the steps involved in conducting job analysis in organizations.
17. Elaborate the process of recruitment and explain various sources of recruitment.
18. Critically evaluate testing as a selection tool. Elaborate on the different types of tests used in selection and their applications.
19. Compare the merits and demerits of on-the-job training method and off the job training method.

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

**February - 2022**

**INDUSTRIAL RELATIONS AND LABOUR LAWS**

Time: 3 hrs.

Max Marks: 70

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

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1. Explain the concept of "Code of Discipline"
2. What do you mean by Lay-off?
3. List down the major components of Employee's Compensation.
4. Define Industrial relations.
5. Take us through the major functions of ILO?
6. What are the major requirements for collective bargaining?
7. What is Minimum Wage & Fair Wage?

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

(4×5=20)

8. Substantiate any one approach to Industrial Relations
9. Bring out the advantages and disadvantages of Collective Bargaining
10. Differentiate between "Lockouts", "Strikes" and "Closure"
11. Explain the Gratuity benefit under the Code of payment of gratuity act of 1972.
12. Elaborate on the provisions relating to "working hours" in the Factories Act - 1948.
13. Has the role of Trade Union changed over time with regards to Industrial Relations? Explain.

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

(4×10=40)

14. How is the Conflict resolution process in India followed?
15. "Industrial Relations have Evolved over time" substantiate your claim.
16. Bring out the important provisions of "The Trade unions act -1926".
17. Explain the Machinery for prevention and settlement of Industrial Disputes.
18. Briefly explain the main provisions of the ESI Act 1952.
19. Write a detailed note on ILO & its impact on Industrial relations.

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

**February - 2022**

**ORGANISATIONAL PSYCHOLOGY**

Time: 3 hrs.

Max Marks: 70

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

(5×2=10)

1. What is Hawthorne effect?
2. What are the benefits of hiring a corporate psychologist?
3. What is Pygmalion effect?
4. Mention the two approaches to studying job satisfaction.
5. Mention the major events that led to job satisfaction research.
6. Differentiate eustress and distress.
7. What is Work place bullying?

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

(4×5=20)

8. Discuss the past present and future of I/ O psychology.
9. Write a note of ethics in I/O field.
10. Discuss the potential effects of job satisfaction.
11. Discuss the importance of organizational citizenship behavior in organizations.
12. Elaborate various measures to prevent accidents in organizations.
13. Explain the traits related to motivation.

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

(4×10=40)

14. Explain Hofstede's Multicultural theory.
15. Briefly explain the person as scientist and person as machine theories of motivation.
16. Explain the nature of job satisfaction and discuss the antecedents of job satisfaction.
17. Discuss various counterproductive behaviors in organizations.
18. Discuss the dynamics of stress in organizations and explain various methods of managing stress.
19. Delineate the issues of alcoholism and drug usage in work place.

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