

(Following Paper ID and Roll No. to be filled in your Answer Books)

Paper ID : 2289404

Roll No.

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## B.TECH.

Regular Theory Examination (Odd Sem - III), 2016-17

### INDUSTRIAL PSYCHOLOGY

Time : 3 Hours

Max. Marks : 100

Note : Attempt all Sections. If require any missing data; then choose suitably.

#### SECTION-A

1. Attempt all questions in brief. (10×2=20)
- Define the role of psychology in industry.
  - What do you understand by "Motion Study"?
  - What was the 'Experiment on Illumination'?
  - What do you understand by the term 'Job Enrichment'?
  - Elaborate on Autocratic Leadership Style.
  - Explain the concept of Group Cohesiveness.

- g) How do informal groups restrict output?
- h) What is indirect recruitment?
- i) Write about 360 degree appraisal.
- j) How does job enlargement help to reduce monotony at work?

**SECTION - B**

**2. Attempt any three of the following : (3×10=30)**

- a) Discuss Taylor's contribution to management. On what grounds Scientific Management is criticized by the psychologists?
- b) Different between Theory X and Theory Y.
- c) Differentiate between fatigue and boredom. What are causes of physical fatigue? How can fatigue be reduced?
- d) "Selection is the process of rejection". Justify this statement.
- e) What is the purpose of training evaluation? How do employees benefit from training & development?

**SECTION - C**

**3. Attempt any one part of the following : (1×10=10)**

- a) Explain the key pillars of industrial psychology. Examine the role of industrial psychologist in modern organizations.

- b) Discuss the major contributions of Human Relations approach. What are the limitations of human relations approach?
4. **Attempt any one part of the following : (1×10=10)**
- a) Define motivation. Explain its role in industry. Explain Abraham Maslow's motivation theory.
- b) Explain the concept & features of organizational climate. What factors influence the climate of an organization? Discuss.
5. **Attempt any one part of the following : (1×10=10)**
- a) What is an "Industrial accident"? Explain the major causes of accidents? How will you remove these?
- b) Discuss the techniques of collecting data for job analysis? Also elaborate on the by products of job analysis?
6. **Attempt any one part of the following : (1×10=10)**
- a) Do you agree that "The employee's performance appraisal focuses on employee attitude such as reliability, dependability and integrity". Also discuss modern techniques of performance management.

- b) What is the difference between Training and Development? Compare the traditional and modern approach of training & development.

**7. Attempt any one part of the following : (1×10=10)**

- a) What is MBO? Explain MBO with its process.
- b) What is leadership? Explain different styles of leadership.

