

**ST ALOYSIUS (Deemed to be University),
MANGALURU**
SEMESTER I - P.G. EXAMINATION - M.Sc Corporate Psychology
NOVEMBER - 2024
WORK IN THE 21st CENTURY

Time : 2½ Hours

Max. Marks : 60

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- I. Answer any **FIVE** of the following. (5x2=10)
1. How do I/O psychologists improve the aspects of work life?
 2. Differentiate between Global and Facet Approach to the study of Job satisfaction.
 3. Which are the two categories of organisational citizenship behaviour?
 4. What is valence?
 5. What is the difference between qualitative and quantitative research?
 6. What is emotional labour?
 7. What do you understand by Employee assistance program?
- II. Answer any **FOUR** of the following. (4x5=20)
8. Analyse the contributions made by Munsterberg, Cattell, Walter Dill Scot Walter Bingham, Hollingworth and Gilberth.
 9. Discuss the traits related to work motivation
 10. Given a workplace scenario, can you identify and apply productive behaviors that would enhance performance.
 11. Examine the effect of psychological stressors at the workplace on the employees.
 12. Discuss the effectiveness of tertiary prevention strategies in reducing and managing stress.
 13. Evaluate the role of reinforcement theory in work motivation.
- III. Answer any **THREE** of the following. (3x10=30)
14. Discuss the modern theories of motivation.
 15. Assess the personal antecedents of job satisfaction.
 16. Examine and discuss counterproductive work behaviours.
 17. Evaluate Bullying as a special type of violence at the workplace.
 18. Discuss workplace factors that are responsible for accidents.

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**ST ALOYSIUS (Deemed to be University),
MANGALURU**
SEMESTER I - P.G. EXAMINATION - M.Sc Corporate Psychology
November-2024
PSYCHOLOGICAL ASSESSMENT IN ORGANIZATIONS

Time : 2 ½ Hours

Max. Marks : 60

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

1. Mention the functions of performance appraisal.
2. Write any two uses of observation.
3. What is a rating scale?
4. What is 'measures of central tendency'?
5. What are standard scores?
6. What is Likerts method of summated rating?
7. What are integrity tests?

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

8. Discuss the importance of psychological testing.
9. Write a note on interview as a method of assessment.
10. How do you find out the validity of the psychological test? Explain.
11. What are the guidelines for writing the items of a test?
12. Discuss the method of item analysis of test.
13. Explain how computers have influenced the areas of testing.

III. Answer any **THREE** of the following. (3x10=30)

14. Explain the principles of assessment
15. What are the different test classification methods? Discuss
16. Point out the uses and limitations of different types of interviews.
17. What is reliability? Explain the different types of reliability.
18. Define psychological test. Enumerate the steps involved in the construction of a test.

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SEMESTER I - P.G. EXAMINATION - M.Sc Corporate Psychology

November- 2024

HUMAN RESOURCE MANAGEMENT

Time : 2½ Hours

Max. Marks : 60

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

1. Highlight two key factors that have driven changes in the role of HR.
2. Mention any two importances of HRP.
3. Define recruitment.
4. Define executive development.
5. Define compensation.
6. Explain the process of succession planning.
7. Describe the typical organisational structure of HR department.

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

8. How do you implement SHRM practices to support companies strategic initiatives.
9. Describe the contents of an employee handbook.
10. Mention the benefits of training.
11. Briefly explain the objectives of career development.
12. Write a short note on the types of Appraisals.
13. State the objectives of an orientation.

III. Answer any **THREE** of the following. (3x10=30)

14. Define HRM. Explain the scope and objectives of HRM in an organisation.
15. Explain the methods of collecting job analysis data.
16. Write a brief note on Competency based interview questions.
17. Describe the types of transfers.
18. Explain the steps involved in job analysis.

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Mangaluru**

**SEMESTER I -PG EXAMINATION -M.Sc Corporate Psychology/Clinical Psychology
November- 2024**

Applied Research Statistics and Research Ethics

Time : 2½ Hours

Max. Marks : 60

I. Answer any FIVE of the following.

(5x2=10)

1. Define variables
2. What is quasi experimental research?
3. Give examples for parametric tests
4. Write an example for continuous frequency distribution
5. What are diaries?
6. How is case study different from case history?
7. Differentiate between participant & non participant observation.

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II. Answer any FOUR of the following.

(4x5=20)

8. What is stratified random sampling technique? Discuss the advantages and limitations
9. What are the advantages and disadvantages of case study
10. Discuss the method of collecting data through photographs, films, and videos
11. Write a brief note on oral history.
12. Explain the different true experimental research designs
13. Find out the standard deviation for the following data 30, 24, 19, 27, 32, 43, 38, 11, 20, 36

III. Answer any THREE of the following.

(3x10=30)

14. Discuss the various types of random sampling methods.
15. Explain the meaning and types of data processing
16. Briefly discuss the various approaches to research
17. Find out median for the following problem

Scores	0-10	10-20	20-30	30-40	40-50	50-60	60-70	70-80	80-90	90-100
frequency	2	2	3	4	6	7	5	1	3	2

18. Write a note on interview methods of data collection
