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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

B.Tech

SEM: V - THEORY EXAMINATION (2024 - 2025)

Subject: Industrial Psychology

Time: 3 Hours

Max. Marks: 100

General Instructions:*IMP: Verify that you have received the question paper with the correct course, code, branch etc.**1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.**2. Maximum marks for each question are indicated on right -hand side of each question.**3. Illustrate your answers with neat sketches wherever necessary.**4. Assume suitable data if necessary.**5. Preferably, write the answers in sequential order.**6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.***SECTION-A**

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1. Attempt all parts:-

- 1-a. Name the technique concerned with determining the standard time taken by a worker. (CO1,K1) 1
- (a) Time Study
(b) Functional Foremanship
(c) Standardisation of Work
(d) Work Study
- 1-b. The science of studying human behaviour is _____. (CO1, K2) 1
- (a) Sociology
(b) Anthropology
(c) Psychology
(d) All of the above
- 1-c. According to Herzberg's Theory, fringe benefits are included under _____. (CO2, K2) 1
- (a) Hygiene Factors
(b) Motivational Factors
(c) Hygiene and Motivational Factors
(d) None of the above
- 1-d. Identify the measures which should be taken in order to enrich the job. (CO2, K2) 1
- (a) increase responsibility

- (b) encourage participation
 - (c) provide feedback
 - (d) All of the above
- 1-e. _____ is the process of evaluating job responsibilities, skills and work environment to define qualifications needed to perform job. (CO3, K2) 1
- (a) Job Description
 - (b) Job Analysis
 - (c) Job Design
 - (d) Evaluation
- 1-f. Name the process that is concerned with inducing the candidates to apply for the job. (CO3, K2) 1
- (a) Identification
 - (b) Selection
 - (c) Recruitment
 - (d) None of the above
- 1-g. Developing a career has the following goals. (CO4, K2) 1
- (a) focus on the individual
 - (b) focus on both the organization and the individual.
 - (c) focus on management development
 - (d) focus on the organization
- 1-h. Pre-job training is known as _____. (CO4, K1) 1
- (a) promotional training
 - (b) orientation training
 - (c) safety training
 - (d) job training
- 1-i. The main reason why Principles of Management do not provide readymade solutions for all management problems is that _____. (CO5, K2) 1
- (a) They act as general guidelines for business-related issues
 - (b) The real business issues are pretty complex
 - (c) The real business issues are very dynamic
 - (d) All of the above
- 1-j. Find out the statement which is true about managers within an organization. (CO5, K2) 1
- (a) Management skills apply to managers at top levels in an organisation
 - (b) Management skills apply to managers at all levels in an organisation
 - (c) Management skills apply to managers at middle levels in an organisation
 - (d) Management skills apply to managers at executive levels in an organisation

2. Attempt all parts:-

2.a.	Define Industrial Psychology. (CO1, K1)	2
2.b.	Explain Cross-functional Teams. (CO2, K2)	2
2.c.	State the personal causes that lead to Industrial Accidents. (CO3, K2)	2
2.d.	Enlist any two objectives of Training and Development. (CO4, K2)	2
2.e.	Enumerate any two steps taken in the function of Controlling. (CO5, K2)	2

SECTION-B

30

3. Answer any five of the following:-

3-a.	Describe Time and Motion study. (CO1, K2)	6
3-b.	Discuss the principles of Scientific Management. (CO1, K2)	6
3-c.	Examine the determinants of Group Behaviour. (CO2, K3)	6
3-d.	Appraise the dimensions of an Ideal corporate culture with examples. (CO2, K3)	6
3.e.	Illustrate the process of Selection used by organizations. (CO3, K2)	6
3.f.	Explain any three methods of Off the Job Training. (CO4, K2)	6
3.g.	Describe the process of Managerial Decision making. (CO5, K2)	6

SECTION-C

50

4. Answer any one of the following:-

4-a.	Discuss the modern Techniques of Scientific Management. (CO1, K2)	10
4-b.	Appraise the findings of different experiments conducted under Hawthorne Experiment. (CO1, K5)	10

5. Answer any one of the following:-

5-a.	Describe different needs stated under Maslow's Hierarchy of Needs theory. (CO2, K2)	10
5-b.	Compare and contrast different leadership styles with appropriate examples. (CO2, K4)	10

6. Answer any one of the following:-

6-a.	Describe various sources of Recruitment in detail. (CO3, K2)	10
6-b.	Appraise the concept and applications of Competency Modelling. (CO3, K4)	10

7. Answer any one of the following:-

7-a.	Apply Lewin's Model of Organizational Change and develop a change management strategy for modern organizations. (CO4, K3)	10
7-b.	Assess the key factors that can help in improving and developing a favourable organizational culture. (CO4, K4)	10

8. Answer any one of the following:-

8-a.	Describe the psychological aspect of Managerial decision making with the perspective of "Framing the problem". (CO5, K2)	10
8-b.	Explain the different functions of an effective manager in detail. (CO5, K2)	10