

SEAT No. _____

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SARDAR PATEL UNIVERSITY

T.Y.B.A. (FIFTH SEMESTER)(Advanced) (CBCS) EXAMINATION 2020

Monday, 28th December 2020

Time: 10.00 to 12.00 a.m.

UA05CEPS22: Industrial Psychology-I

Total Marks: 60

(20)

Q.1 Multiple Choice Questions. (each carry one mark)

1. Job Satisfaction and productivity has.....type of relationship.
A. Positive B. Negative C. Circular D. All the above
2. Which area of I-O psychology measures job satisfaction?
A. industrial psychology B. organizational psychology
C. human factors psychology D. advertising psychology
3. Which of the following is one of the ways that Industrial/Organizational psychology aims to further the welfare of people?
A. Determining group effects on work performance
B. Assisting in the selection and training of competent leaders
C. Assisting organizations in the effective management of human resource
D. All above
4. After recruitment of employee second step toward his/her enhancement, is...
A. Selection B. Training C. Salary D. All of above
5. Work attitudes can be reflected in an organization through
A. Job satisfaction B. Organizational commitment
C. Both 'A' and 'B' D. None of the above
6. Various studies shows that higher the level of job, _____ the level of job satisfaction
A. lower B. higher C. doesn't change D. none of the above
7. The hawthorn experiment was conducted by _____
A. Elton Mayo B. Freud C. Maslow D. Carl Rogers
8. If the organization provides job security, the people in the origination feel _____
A. Satisfied B. Frustrated C. Importance D. Dissatisfied
9. Job Description Index is tool to measure _____.
A. Job attitude B. Job satisfaction C. Industrial morale D. task oriented leadership
10. Human engineering is field of industrial psychology, which involves
a. improving conditions such as lighting, ventilation etc.
b. development of management skills
c. innovations in the designs of machines
d. selection of employees
11. Job satisfaction is
A. Attitude of a person towards his work B. Directly related to job performance
C. Decided according to ability of doing work D. a and b
12. Various researches indicate that variations in job and job satisfaction have ____ correlation.
A. positive B. Negative C. neutral D. none of the above

13. The main objective of industrial training programme is
 a. better adjustment of employee
 b. improvement of job satisfaction
 c. maximum utilization of an individual's resources
 d. improve work environment
14. Which is not a job-related factor affecting job satisfaction?
 A. Financial rewards B. Work meaningfulness C. Autonomy D. Personality
15. High rate of.....increase the cost and tend to place less experienced employee at job.
 A. Training B. Absenteeism C. Turnover D. Strike
16. Job analysis helps in increasing_____.
 A. Efficiency B. Mutual feeling C. A and B both D. None
17. A manager with goodcan make workplace more pleasant.
 A. Interpersonal skill B. Salary C. Communication D. All of above
18. _____ is one of the aspects affecting Job satisfaction.
 A. Security of Job B. Name of Industry C. Society D. None
19. An industrial/ organizational Psychologist works
 A. to remove employee- employer conflict
 B. to arrange best financial arrangements for profit
 C. to implement psychological principles at work place
 D. to design standardized procedures for management
20. Selection is a _____ process.
 A. Positive B. Negative C. Behavioral D. All the above

Q.2 Define Industrial Psychology and State the scope of Industrial Psychology. 15

OR

Q.2 Give meaning of job satisfaction and Explain some measures to Create Job Satisfaction.

Q.3 Write Short notes (any Five) 25

- A. Advantages of job satisfaction study
- B. Nature of industrial psychology
- C. Group phenomena in Industry
- D. Individual factors of job satisfaction
- E. Industrial psychology in India
- F. Advantages and methods of job analysis
- G. Content of job description
- H. Types of Job-Satisfaction surveys
- I. Industrial psychology in India
- J. Importance of training in industry

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