Sub Code:EHU301

Paper Id: 199372 **Roll No:**

B TECH
(SEM-III) THEORY EXAMINATION 2019-20
INDUSTRIAL PSYCHOLOGY

Time: 3 Hours   *Total Marks: 100*

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

SECTION - A

1. **Attempt *all* questions in brief.**   **2 x 10 = 20**
a. Define personality.
b. What is feedback and its role in communication process?
c. What is job enlargement?
d. Define indirect recruitment.
e. Discuss passive leadership style.
f. What is industrial psychology?
g. Explain leadership and it's traits.
h. Differentiate between boredom and fatigue.
i. Explain Performance appraisal.

SECTION - B

2. **Attempt any *three* of the following:**   **10 x 3 = 30**

a. Mention the scope and applications of industrial psychology in modern industry.
b. Define Job Satisfaction and its determinants. How Job Specification is different from Job Description?
c. Explain the concepts of 'Fatigue' and 'Monotony'. Offer practical suggestions for the reduction of the fatigue and monotony.
d. What are the aims and objectives of Industrial Psychology? Explain in detail.
e. Discuss the problems of managing group behavior and state the methods for managing group behavior.

SECTION – C

3. **Attempt any one part of the following:**   **10 x 1 = 10**
a. Discuss Taylor's contribution to the scientific management.
b. Explain in detail about Hawthorne Studies.

4. **Attempt any one part of the following:**   **10 x 1 = 10**
a. "Stress is both a friend and a foe. A mild stress may lead to increase in employee's job performance while a high level of stress has harmful consequences." Elucidate this statement.
b. Explain the concept of industrial safety. Discuss the relationship between industrial safety and productivity.

5. **Attempt any one part of the following:**   **10 x 1 = 10**
a. Explain the concept and features of Organizational Climate. Examine the factors that determine the climate of an organization.
b. Discuss the various sources of recruitment of employees. What are the merits of external sources of recruitment?

6. **Attempt any one part of the following:**   **10 x 1 = 10**
a. Explain the essential features of training programme.
b. Discuss performance appraisal and its process in detail.

7. **Attempt any one part of the following:**   **10 x 1 = 10**
a. What do you understand by job Analysis? What is its importance in human resource management?
b. Explain the concept of Group Norms. What are the problems created by group norms for the organization?