



WEST BENGAL STATE UNIVERSITY
B.A./B.Sc. Honours 5th Semester Examination, 2022-23

PSYACOR12T-PSYCHOLOGY (CC12)



Time Allotted: 2 Hours

Full Marks: 40

*The figures in the margin indicate full marks.
Candidates should answer in their own words and adhere to the word limit as practicable.*

1. Answer any **five** questions from the following: 2×5 = 10
 - (a) What is quasi-experimental method of industrial psychology?
 - (b) What are the five stages of Hawthorne studies?
 - (c) What is unstructured interview?
 - (d) What is self-actualization need?
 - (e) Define the process of selection in Industrial psychology.
 - (f) Define spill-over effect in job satisfaction.
 - (g) What are the various Independent variables in the OB model?
 - (h) Define Behaviourally Anchored-Rating scale method.

2. Answer any **four** questions from the following: 5×4 = 20
 - (a) Differentiate between on-the job and off-the job training method.
 - (b) Define various kinds of biases in performance evaluation.
 - (c) Why and how job analysis is essential in organizational set up?
 - (d) What are the components of Vroom's expectancy theory?
 - (e) Differentiate between lower order and higher order needs with example in motivation.
 - (f) Evaluate interview as a method of selection.

3. Answer any **one** question from the following: 10×1 = 10
 - (a) Discuss the path-goal theory of leadership.
 - (b) Differentiate and delineate between common and new organizational designs.
 - (c) Critically evaluate Herzberg and Alderfer theory of motivation. Between these two theories, which one you consider to be more appropriate in modern organizational setup and why? 7-3

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