

2014

M B A

4th Semester Examination

**Subject : INDUSTRIAL PSYCHOLOGY AND
ORGANISATIONAL DYNAMICS**

(Specialization : Human Resource Management)

PAPER—HR-403

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

*Candidates are required to give their answers in their
own words as far as practicable.*

Illustrate the answers wherever necessary.

Write the answers to Questions of each Half in separate books.

(First Half)

(Marks : 50)

1. Answer any four questions : 4×5

**(a) State the role of industrial psychology in human
resource management.**

(Turn Over)

- (b) Write a note on 'interpersonal response traits'.
- (c) Briefly discuss the different problems faced by women employees of an organisation.
- (d) Why should we extend extra facilities to the handicapped employees ?
- (e) What do you understand by attitude ?
- (f) Explain the determinants of employee morale.

2. Answer any *two* of the following : 2×10

- (a) Briefly describe different psychological test conducted in selection process.
- (b) What are the advantages of having employee counselling programme for alienated employee ?
- (c) What is job satisfaction ? Discuss in detail the components and the factors influencing job satisfaction.

[Internal Assessment : 10 Marks]

(Second Half)**(Marks : 50)****3. Answer any four questions : 4×5**

- (a) What are the components of organisational setting?
- (b) How is organization classified on the basis of goal?
- (c) Explain briefly the different cognitive processes that generate organizational behaviour.
- (d) Define how stress can be beneficial for an individual or an organization.
- (e) Write the structure of a university.
- (f) Discuss the disadvantages of Techno-structural intervention.

4. Answer any two questions : 2×10

- (a) Discuss the relationship between decisionmaking, conflict and frustration.
- (b) Briefly discuss the Hygiene factors of Motivation.

(c) Explain the process of organisation development.

[Internal Assessment : 10 Marks]
