Printed Pages: 4   NHU-301

(Following Paper ID and Roll No. to be filled in your
Answer Books)

Paper ID : 2289404   Roll No.

B.TECH.

Regular Theory Examination (Odd Sem - III), 2016-17

INDUSTRIAL PSYCHOLOGY

Time : 3 Hours   *Max. Marks : 100*

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

SECTION - A

1. **Attempt all questions in brief.**   (10×2=20)

    a) Define the role of psychology in industry.

    b) What do you understand by "Motion Study"?

    c) What was the 'Experiment on Illumination'?

    d) What do you understand by the term 'Job Enrichment'?

    e) Elaborate on Autocratic Leadership Style.

    f) Explain the concept of Group Cohesiveness.

301/12/2016/36040   (1)   [P.T.O.

NHU-301

g) How do informal groups restrict output?

h) What is indirect recruitment?

i) Write about 360 degree appraisal.

j) How does job enlargement help to reduce monotony at work?

SECTION - B

2. **Attempt any three of the following :**   (3×10=30)

   a) Discuss Taylor's contribution to management. On what grounds Scientific Management is criticized by the psychologists?

   b) Different between Theory X and Theory Y.

   c) Differentiate between fatigue and boredom. What are causes of physical fatigue? How can fatigue be reduced?

   d) "Selection is the process of rejection". Justify this statement.

   e) What is the purpose of training evaluation? How do employees benefit from training & development?

SECTION - C

3. **Attempt any one part of the following :** (1×10=10)

   a) Explain the key pillars of industrial psychology. Examine the role of industrial psychologist in modern organizations.

NHU-301

   b) Discuss the major contributions of Human Relations approach. What are the limitations of human relations approach?

4. **Attempt any one part of the following : (1×10=10)**

   a) Define motivation. Explain its role in industry. Explain Abraham Maslow's motivation theory.

   b) Explain the concept & features of organizational climate. What factors influence the climate of an organization? Discuss.

5. **Attempt any one part of the following : (1×10=10)**

   a) What is an "Industrial accident"? Explain the major causes of accidents? How will you remove these?

   b) Discuss the techniques of collecting data for job analysis? Also elaborate on the by products of job analysis?

6. **Attempt any one part of the following : (1×10=10)**

   a) Do you agree that "The employee's performance appraisal focuses on employee attitude such as reliability, dependability and integrity". Also discuss modern techniques of performance management.

NHU-301

b) What is the difference between Training and Development? Compare the traditional and modern approach of training & development.

7. **Attempt any one part of the following : (1×10=10)**

a) What is MBO? Explain MBO with its process.

b) What is leadership? Explain different styles of leadership.

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