

Tribhuvan University

2081

Bachelor Level **4 Yrs. Prog.** / Humanities / IV Year

Industrial and Organizational Psychology

Psychology (Psy. 426)

Full Marks: 70

Time: 3 hrs.

Candidates are required to give their answers in their own words as far as practicable. The figures in the margin indicate full marks.

Attempt any TWO questions from Group A and FOUR from Group B

Group "A" (Long Answer Question)

2×15=30

- ✓ 1. Discuss various tools used in personnel selection.
- ✓ 2. Explain the types and importance of groups with suitable examples. Elaborate on how to manage conflict that can arise in an organization.
3. Evaluate various theories of leadership.

Group "B" (Short Answer Question)

4×10=40

- ✓ 4. Highlight the history and importance of I/O psychology.
- ✓ 5. Why should I/O Psychologists understand globalization, diversity, and ethics? Explain.
6. Describe various theories of job design. Also, highlight the role of technology in job design.
7. How do various theories of motivation describe motivation at work? Illustrate.
- ✓ 8. "Off-the-job training plays an important role in the capacity development of employees." Justify in light of various off-the-job training techniques.
- ✓ 9. How can you promote the quality of the work life of employees? Describe with suitable examples.