

**BACHELOR OF TECHNOLOGY (CBCS) (2021-COURSE)**  
**B. Tech. Sem - VIII Computer Science & Business Systems : SUMMER : 2025**  
**SUBJECT: PSYCHOLOGY**

Day : Thursday  
Date : 29/05/2025

S-24214-2025

Time : 02:30 PM-05:30 PM  
Max. Marks : 60

**N.B.**

- 1) All questions are **COMPULSORY**.
- 2) Figures to the right indicates **FULL** marks.
- 3) Draw neat diagram **WHEREVER** necessary.
- 4) Assume suitable data **WHEREVER** necessary.

- Q.1 Define Industrial and Organizational Psychology. How do the industrial and organizational components differ in focus and application? (10)
- OR
- Q.1 Explain the scientist-practitioner model in I/O psychology. Why is this model significant for the practice of I/O psychology? (10)
- Q.2 Define the concept of 'criterion' in the context of industrial psychology. How does it differ from 'predictor'? (10)
- OR
- Q.2 Compare and contrast the use of cognitive ability tests and personality inventories in employee selection. What are the strengths and limitations of each? (10)
- Q.3 Define the concept of performance goals in an organizational context. How do specific and challenging goals influence employee motivation and performance? (10)
- OR
- Q.3 Explain the role of feedback in the goal-setting process. How does timely and constructive feedback contribute to achieving performance objectives? (10)
- Q.4 Compare and contrast Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory in explaining employee motivation. How can organizations apply these theories to enhance motivation? (10)
- OR
- Q.4 What is job satisfaction, and what are its primary determinants? How does job satisfaction relate to employee performance and turnover? (10)
- Q.5 Explain the role of emotional intelligence in effective leadership. Why is it important in modern organizations? (10)
- OR
- Q.5 Differentiate between organizational climate and organizational culture. How do each influence employee behaviour and organizational outcomes? (10)
- Q.6 Discuss the psychological and physiological consequences of chronic work-related stress. How does this impact employee performance and organizational productivity? (10)
- OR
- Q.6 What individual-level coping strategies can employees use to manage occupational stress? Include both problem-focused and emotion-focused approaches. (10)

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