

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

Day : Thursday
Date : 27/11/2025

W-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 What roles do I/O psychologists play in modern organizations? Provide examples. (10)
- OR
- Q.1 Define reliability and validity in the context of psychological testing. Why are they crucial in workplace assessments? (10)
- Q.2 Explain the use of structured interviews in the selection process. How do they differ from unstructured interviews in terms of reliability and validity? (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 Define the concept of performance goals in an organizational context. How do specific and challenging goals influence employee motivation and performance? (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 Evaluate the consequences of low job satisfaction and commitment on organizational outcomes. What interventions can mitigate these issues? (10)
- Q.5 Discuss how job specialization and job enlargement affect work behaviour and employee satisfaction. (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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