

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086**  
**(For Candidates admitted during the academic year 2019 – 2020 & thereafter )**

**B.Sc.. DEGREE EXAMINATION, APRIL 2024**  
**PSYCHOLOGY**  
**SIXTH SEMESTER**

**COURSE : MAJOR - ELECTIVE**  
**PAPER : ORGANISATIONAL PSYCHOLOGY**  
**SUBJECT CODE : 19PY/ME/OP45**  
**TIME : 3 HOURS** **MAX. MARKS: 100**

**SECTION – A**

**ANSWER ALL QUESTIONS IN ABOUT 50 WORDS EACH: (10 X 3 = 30)**

1. Define hygiene factors according to Herzberg.
2. Distinguish between dominant culture and subcultures.
3. Explain action research in the context of organisational change.
4. What is job-oriented job analysis?
5. What is process loss?
6. Briefly distinguish between work teams and work groups.
7. Summarise the ERG theory of motivation.
8. Demonstrate the difference between power and speed tests.
9. Explain rituals as understood in the context of organisational culture.
10. Cite the importance of Hawthorne studies in the history of organisational psychology.

**SECTION – B**

**ANSWER ANY FIVE QUESTIONS IN ABOUT 250 WORDS EACH: (5 X 8= 40)**

11. Explain in detail Lewin's Three Step Model of Change.
12. Narrate the on-the-job training.
13. Explain interviewing as a process of selecting employees.
14. Describe McClelland's Theory of Motivation
15. Dissect the Fiedler's contingency model of leadership.
16. Construct an essay on how to build effective teams.
17. Write a brief note on the pioneers in personnel selection.
18. Discuss the model put forward by Kotter for executing change.

**SECTION – C**

**ANSWER ANY TWO QUESTIONS IN ABOUT 1000 WORDS EACH: (2 X 15= 30)**

19. Define leadership and explain the different styles.
20. Analyse the challenges posed by virtual workplace and virtual employees.
21. Discuss the uses of job analysis in an organisation.
22. What is job satisfaction and what are its effects on the organisation and its employees?

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