

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For Candidates admitted during the academic year 2023 – 2024)

B.Sc. DEGREE EXAMINATION, APRIL 2026
PSYCHOLOGY
SIXTH SEMESTER

COURSE : MAJOR - ELECTIVE
PAPER : ORGANISATIONAL PSYCHOLOGY
SUBJECT CODE : 23PY/ME/OP45
TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer all the questions not exceeding 50 words (10 x 3=30)	CO	KL
1.	Outline the difference between organizational culture and job satisfaction.	CO1	K1
2.	Define leadership.	CO1	K1
3.	Write a note on Appreciative enquiry.	CO1	K1
4.	Comment on the changing nature of the workforce as a driving force for change.	CO1	K1
5.	Describe any 2 individual sources that can lead to resistance to change.	CO1	K1
6.	Explain Job analysis and the two main approaches employed for job analysis.	CO2	K2
7.	Summarise any three causal factors leading to job satisfaction.	CO2	K2
8.	Infer the use of emotional intelligence tests in selecting employees.	CO2	K2
9.	Outline the use of biographical information, work samples, and assessment centres in the recruitment process.	CO2	K2
10.	Summarise group cohesiveness.	CO2	K2
Q. No.	SECTION B Answer all the questions not exceeding 400 words (5 x 8=40)	CO	KL
11.	a) Analyse any 3 challenges experienced in the field of Industrial-Organizational psychology. (or) b) Inspect the various procedures through which an employee undergoes the process of metamorphosis?	CO4	K4
12.	a) Examine the various ways through which employees learn culture. (or) b) Infer the relevance of psychology in organisations	CO4	K4
13.	a) Analyze the various reasons behind why performance appraisal is done. (or) b) Examine the use of interviews in recruiting employees	CO4	K4
14.	a) Appraise the various psychological tests employed in selecting employees. (or) b) Validate the various on-the-job and off-the-job training techniques	CO5	K5
15.	a) Scrutinise the various contemporary theories of motivation. (or) b) Evaluate the antecedents and potential effects of job satisfaction.	CO5	K5
Q. No.	SECTION C Answer any 2 questions not exceeding 800 words (2 x 15=30)	CO	KL
16.	Trace the important milestones in the field of Organisational Psychology.	CO3	K3
17.	Elaborate on any 2 models guiding change within the organization.	CO3	K3
18.	Elaborate on the objective and subjective measures employed in Performance Appraisal.	CO3	K3
19.	Compare and contrast between the various Leadership theories.	CO3	K3