



'সমানো মন্ত্র: সমিতি: সমানী'

**UNIVERSITY OF NORTH BENGAL**

B.A. Honours 5th Semester Examination, 2023

**CC11-PSYCHOLOGY**

**INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY**

Time Allotted: 2 Hours

Full Marks: 40

*The figures in the margin indicate full marks.  
Candidates are required to answer in their own words as practicable.*

**GROUP-A**

**Answer any *two* from the following**

10×2 = 20

1. Define I/O psychology. Trace the historical background of the field with special reference to Human Relation Movement. 2+8
2. Explain in detail the reinforcement theory of work motivation. 10
3. Define job satisfaction. Discuss the various determinants and measurement techniques of job satisfaction. 2+8
4. Define work motivation. Explain the theory that stress upon the structure and design of jobs as key factors in motivating worker. 2+8

**GROUP-B**

**Answer any *three* from the following**

5×3 = 15

5. Differentiate between organizational culture and climate. 5
6. Write a note on current status of I/O psychology. 5
7. Discuss the application of Maslow's theory in Work Motivation. 5
8. Discuss the various job analysis methods. 5
9. Explain the cognitive theories of work motivation. 5

**GROUP-C**

**Answer any *five* from the following**

1×5 = 5

10. What is the key principle of facet approach to job satisfaction? 1
11. Define job analysis. 1
12. What is Organizational Commitment? 1
13. List down the major speciality area of I/O Psychology. 1
14. Define Psychological Contract. 1
15. What is Organizational Citizenship behavior? 1
16. Write a note on Organizational design. 1
17. What are the principles of Scientific Management theory? 1

—x—