



'समानो मन्त्रः समितिः समानी'

**UNIVERSITY OF NORTH BENGAL**  
B.A. Honours 5th Semester Examination, 2022

**CC11-PSYCHOLOGY**

**INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY**

Time Allotted: 2 Hours

Full Marks: 40

*The figures in the margin indicate full marks.*

*Candidates should answer in their own words and adhere to the word limit as practicable.*

**GROUP-A**

**Answer any five from the following**

1×5 = 5

1. Define organizational structure. 1
2. What do you understand by the term Psychological Contract? 1
3. What is organizational behavior? 1
4. Define Industrial and Organizational Psychology. 1
5. List the various types of organizational structures. 1
6. State the theoretical principles of equity theory of work motivation. 1
7. What do you mean by job analysis? 1
8. Define work motivation. 1

**GROUP-B**

**Answer any three from the following**

5×3 = 15

9. Compare and contrast between organization culture and organizational climate. 5
10. Explain the various speciality area of Industrial and Organizational Psychology. 5
11. Differentiate between job involvement and organizational commitment. 5
12. Interpret the two factor theory of work motivation. 5
13. Apply Maslow's theory to explain work motivation. 5

**GROUP-C**

**Answer any two from the following**

10×2 = 20

14. Discuss the historical roots towards the advancement of the field of I/O Psychology. 10
15. Define Job Satisfaction. Explain in detail about the various determinants of Job Satisfaction. 3+7
16. Distinguish between reinforcement and expectancy theory of work motivation. 5+5
17. Discuss in detail about the contemporary trends and challenges in I/O Psychology. 10

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