



'समानो मन्त्रः समितिः समानी'

**UNIVERSITY OF NORTH BENGAL**

B.A. Honours Part-III Examination, 2022

**PSYCHOLOGY**

**PAPER-V**

**INDUSTRIAL / ORGANIZATIONAL PSYCHOLOGY**

Time Allotted: 4 Hours

Full Marks: 100

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

**GROUP-A**

**Answer the following questions**

16×4 = 64

1. Define industrial psychology. Explain the nature and significance of industrial psychology. 4+12

**OR**

2. Define self-efficacy. What is the significance of self-efficacy in the workplace? 4+12

3. Explain the theory of motivation by Maslow with respect to its application in an organization. 16

**OR**

4. Elaborate the current state of industrial psychology. What is the status of industrial psychology as per the Indian context? 8+8

5. Define leadership. Write your view on the cross-cultural issues of leadership. 4+12

**OR**

6. Define organizational structure. Elaborate on the organizational culture and climate. 6+10

7. What is job satisfaction? What are the factors that lead to job satisfaction? 4+12

**OR**

8. Define emotional intelligence. What is the significance of emotional intelligence in the workplace? 4+12

**GROUP-B**

9. Answer any *two* of the following: 10×2 = 20
- (a) Discuss the history of industrial psychology. 10
  - (b) Write a note on optimism and its importance in the workplace. 10
  - (c) What are the diversity issues related to leadership? 10
  - (d) Define job commitment. What are the factors that facilitate job commitment? 2+8

**GROUP-C**

10. Answer *all* of the following questions: 2×8 = 16
- (a) Define job analysis. 2
  - (b) Define organizational justice. 2
  - (c) Define job rotation. 2
  - (d) Define self-esteem. 2
  - (e) Define organizational citizenship behaviour. 2
  - (f) Define psychological contract. 2
  - (g) Define work engagement. 2
  - (h) Define locus of control. 2

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