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**NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA**  
(An Autonomous Institute Affiliated to AKTU, Lucknow)

**B.Tech**

**SEM: V - THEORY EXAMINATION (2025 - 2026)**

**Subject: Industrial Psychology**

**Time: 3 Hours**

**Max. Marks: 100**

**General Instructions:**

**IMP:** Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

**SECTION-A**

20

1. Attempt all parts:-

1-a. Scientific Management was introduced by \_\_\_\_\_. (CO1, K1)

1

- (a) Henry Fayol
- (b) Elton Mayo
- (c) Frederick W. Taylor
- (d) Max Weber

1-b. The Human Relations School emphasized on \_\_\_\_\_. (CO1, K2)

1

- (a) Strict supervision
- (b) Importance of social factors at work
- (c) Time-motion efficiency
- (d) Wage incentives

1-c. According to Herzberg's Theory, Working Conditions are included under \_\_\_\_\_. (CO2, K2)

1

- (a) Hygienic Factors
- (b) Motivational Factors
- (c) Both Hygienic and Motivational Factors
- (d) None of the above

1-d. Transactional leadership focuses on \_\_\_\_\_. (CO2, K2)

1

- (a) Rewards and punishments
- (b) Innovation
- (c) Vision
- (d) Mentorship

- 1-e. Fatigue at workplace can result in \_\_\_\_\_. (CO3, K2) 1
- (a) Reduced efficiency
  - (b) Increased creativity
  - (c) Higher motivation
  - (d) More collaboration
- 1-f. Recruitment aims to \_\_\_\_\_. (CO3, K2) 1
- (a) Train employees
  - (b) Find suitable candidates
  - (c) Attract qualified candidates
  - (d) Conduct surveys
- 1-g. Training and development help employees to \_\_\_\_\_. (CO4, K2) 1
- (a) Enhance skills
  - (b) Reduce tasks
  - (c) Monitor others
  - (d) Take leave
- 1-h. Change management involves \_\_\_\_\_. (CO4, K2) 1
- (a) Punishing slow performers
  - (b) Guiding employees through transitions
  - (c) Ignoring objections
  - (d) Increasing workload
- 1-i. Managerial decision-making involves \_\_\_\_\_. (CO5, K2) 1
- (a) Avoiding responsibility
  - (b) Choosing best course of action
  - (c) Random choices
  - (d) Delaying decisions
- 1-j. Emotional intelligence in managers helps to \_\_\_\_\_. (CO5, K2) 1
- (a) Manage stress and conflicts
  - (b) Assign tasks only
  - (c) Reduce salaries
  - (d) Increase workload

2. Attempt all parts:-

- 2.a. Describe the role of Industrial Psychologists in leadership development. (CO1, K2) 2
- 2.b. Explain the concept of Cohesiveness in a group. (CO2, K2) 2
- 2.c. Define job analysis. (CO3, K1) 2
- 2.d. Describe Induction or orientation Training. (CO4, K2) 2
- 2.e. Discuss the concept of Controlling. (CO5, K2) 2

### **SECTION-B**

30

3. Attempt all parts:-

3.a. Answer any one of the following:-

- 3.a.(i) Discuss the role of Functional Foremanship in Scientific Management. Explain it 6

- with a diagram. (CO1, K2)
- 3.a.(ii) Describe the significance and process of 'Work study' in improving efficiency. (CO1, K2) 6
- 3.b. Answer any one of the following:-
- 3.b.(i) Describe any three types of teams and explain their characteristics and applications in organizations. (CO2, K2) 6
- 3.b.(ii) Discuss the different ways of resolving conflicts in the workplace with examples. (CO2, K2) 6
- 3.c. Answer any one of the following:-
- 3.c.(i) Analyze the different sources of Recruitment used in modern organizations. (CO3, K4) 6
- 3.c.(ii) Illustrate the steps in the Selection process. (CO3, K4) 6
- 3.d. Answer any one of the following:-
- 3.d.(i) Describe any three types of Methods of Training. (CO4, K2) 6
- 3.d.(ii) Evaluate Maslow's Hierarchy of Needs Motivational Theory in today's context. (CO4, K5) 6
- 3.e. Answer any one of the following:-
- 3.e.(i) A mid-sized manufacturing company is facing a sudden drop in sales due to increased competition. The marketing manager suggests launching a new advertising campaign, while the production manager argues that improving product quality should be the priority. The finance manager, however, warns that the budget is tight and recommends cost-cutting measures instead. The CEO must make a decision that balances these conflicting viewpoints. As the CEO, which decision-making approach would be most effective in this situation? Give reasons for your answer. (CO5, K3) 6
- 3.e.(ii) Analyze the different functions of Management. (CO5, K4) 6

### **SECTION-C**

50

4. Answer any one of the following:-

- 4-a. Describe the principles of Scientific Management. (CO1, K2) 10
- 4-b. Describe all experiments conducted under the Hawthorne Effect and their implications. (CO1, K2) 10

5. Answer any one of the following:-

- 5-a. Describe the different leadership styles and its impact on employees' performance. (CO2, K3) 10
- 5-b. Describe the causes of workplace stress from the perspective of working environment. Suggest some stress management techniques also. (CO2, K3) 10

6. Answer any one of the following:-

- 6-a. Analyze the different causes of accidents at workplace. What safety measures can be adopted by the management? (CO3, K4) 10
- 6-b. Explain the concept of Reliability and Validity in Selection process with examples. (CO3, K2) 10

7. Answer any one of the following:-

- 7-a. Appraise various forces of Organizational Change. (CO4, K4) 10
- 7-b. Explain six sources of Organizational Resistance to Change. (CO4, K2) 10
8. Answer any one of the following:-
- 8-a. Explain the psychological aspect of managerial decision making from the perspective of Emotions and Social Influence. (CO5, K2) 10
- 8-b. Illustrate the decision-making process followed by managers with an appropriate example. (CO5, K4) 10

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