



Avinashilingam Institute for Home Science and Higher Education for Women
(Deemed to be University Estd. u/s 3 of UGC Act 1956, Category 'A' by MHRD)
Re-accredited with 'A++' Grade by NAAC. Recognised by UGC Under Section 12B
Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment Test II – October 2025
V SEMESTER

Class : III B. Sc
Major : Psychology

Time: 2 hours
Maximum Marks: 60

23BPSC10 Foundations of Organizational Psychology

Course Outcomes:

1. Developing a deeper understanding of conceptual and theoretical bases of motivation and employees' work attitudes and the relationship with performance and organizational outcomes.
2. Understanding leadership processes from different theoretical perspectives.
3. Understanding group dynamics, working through conflicts and working in teams.

Part-A

6x1=6

Choose the correct answer

1. The trait that does not depict a charismatic leader. CO3K2
 - a. Strong communication skills
 - b. High self confidence
 - c. Rigid bureaucracy
 - d. Emotional connections
2. The leadership theory that explains how leaders form different quality relationships with each member of their team. CO3K2
 - a. Path-Goal Theory
 - b. Transformational Leadership
 - c. Leader–Member Exchange Theory
 - d. Situational Leadership
3. The consultative style of management is best described as one where the manager CO3K3
 - a. Makes all decisions alone without employee input
 - b. Shares authority equally with employees
 - c. Seeks employee input but keeps final decision-making power
 - d. Allows employees to make all decisions independently
4. The degree of attraction, bonding, and solidarity among members of a group CO3K1
 - a. Norms
 - b. Cohesiveness
 - c. Hierarchy
 - d. Communication
5. The bargaining stage primarily involves CO3K2
 - a. Documenting the agreement
 - b. Exchanging proposals and exploring solutions
 - c. Ignoring the other party's interests
 - d. Setting ground rules
6. The degree to which members of a group are similar to one another CO3K2
 - a. Homogeneity
 - b. Diversity
 - c. Cohesiveness
 - d. Heterogeneity

Part- B

3x6=18

Answer ALL Questions

Each answer should not exceed 400 words or two pages

7. a. Elaborate the Conceptual foundations of Leadership CO3K2
(or)
7. b. Outline the characteristics of an effective leader in an organization CO3K2
8. a. Analyse the indigenous theories. CO3K3
(or)
8. b. Highlight the group structure. CO4K4
9. a. Illustrate the stages of group development. CO4K3
(or)
9. b. Expound the process of negotiation with example. CO4K3

Part-C

3x12=36

Answer ALL questions

Each answer should not exceed 800 words or four pages

10. a. Delineate the trait approach and behavioural approach. CO3K3
(or)
10. b. Articulate the situational approaches in leadership. CO3K3

11. a. Emphasize the factors affecting the group performance in an organization. CO4K3
(or)
11. b. Elucidate all the factors that influence team work in an organization. CO4K3
12. a. Imagine yourself being a member of an interview panel as HR. What qualities and attributes would you expect in a candidate appearing for an interview, and how would you evaluate them? CO3K4
(or)
12. b. Draft a resume for the position of psychologist at IND Hospital. CO4K4

No. of Copies : 60 + 40

Staff in-charge: Ms. Sanmathi. A. P