



# 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 (now MoE)

Re-accredited with an 'A++' Grade by NAAC CGPA 3.65/4, Category I by UGC

Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment Test I – August 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. Study and practice in such areas as analyzing jobs, recruiting applicants, selecting employees, determining salary levels, training employees, and evaluating employee performance. CO1K1
  - a. Motivational psychology
  - b. forensic psychology
  - c. middle aged psychology
  - d. personnel psychology
2. The test which was used for recruits who could read large number of soldiers during World War I CO1K1
  - a. Beta test
  - b. Alpha test
  - c. Physical test
  - d. Aptitude test
3. Focused on the interplay between organizational structure, technology, and environment. CO1K1
  - a. Behaviourial studies
  - b. Classical studies
  - c. Scientific Studies
  - d. Aston Studies
4. This is the extent to which a person views himself as valuable and worthy CO2K1
  - a. Self-esteem
  - b. confidence
  - c. leadership
  - d. Reductionism
5. Any relatively permanent change in behavior which occurs as a result of practice or Experience is called CO2K
  - a. Sensation
  - b. Memory
  - c. Attention
  - d. Learning
6. World War II is generally considered to have begun on CO2K1
  - a. 1911
  - b. 1956
  - c. 1924
  - d. 1939

### Part-B

3x6=18

#### Answer ALL Questions

Each answer should not exceed 400 words or two pages

- 7.a. Elaborate the Contribution of other Social Science Subjects to Organizational Psychology CO1K2  
(or)
7. b. Examine the importance of ethics in an organization CO1K2
- 8.a. write a note on the Classical School of Taylor CO1K3  
(or)
- 8.b. Analyze the European contribution and contemporary scenario. CO1K4
- 9.a Evaluate the role Intrinsic Motivation and Need for Achievement CO2K4  
(or)
- 9.b. Explain the Positive Organizational Behaviour CO2K3

### Part-C

3x12=36

#### Answer ALL questions

Each answer should not exceed 800 words or four pages

10. a. Delineate Organizational Psychology in the Indian Context CO1K3  
(or)
10. b. Evaluate System Approach and the Contemporary Challenges to Organizations CO1K5
11. a. Discuss the role of Behaviour Performance CO1K3  
(or)
11. b. Analyze the content theory of motivation CO2K4

CO2K5