



K. Sambath

412

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 A++ Grade by NAAC. CGPA 3.65/4, Category I by UGC

Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment Test I – February 2026

VI Semester

Class : III UG

Major : B.Com, B.Com CA, B. Com PA, B. Com CS, BBA RM

Time: 2 hours

Maximum Marks: 60

23BPSGE4 – Psychology at Work

Course Outcomes:

At the end of the course, students will:

1. Understanding the meaning and theoretical foundations of I/O Psychology.
2. Knowing how to apply knowledge of I/O Psychology to the real work settings.

Part - A

6 x 1 = 6

Choose the Correct Answer

1. He is known as the father of Industrial/Organizational Psychology
a. Munsterberg b. Seligman c. Wundt d. Maslow CO1 K1
2. The field that deals with the design of workspaces, tools and systems is
a. Personnel Psychology b. Ergonomics CO1 K1
c. Organizational Behaviour d. Career Counselling
3. Maintaining private employee information collected through tests, surveys, or counselling is
a. Data privacy b. Professional responsibility c. Confidentiality d. Fairness CO1 K1
4. The driving force of one's action is
a. Intention b. Thought c. Encouragement d. Motivation CO2 K1
5. Insurance and pension plans are examples of
a. Psychoogical needs b. Esteem needs c. Physiology needs d. Safety needs CO2 K1
6. The belief that good performance will result in the desired reward is
a. Valence b. Expectancy c. Instrumentality d. Prediction CO2 K1

Part - B

3 x 6 = 18

Answer ALL Questions

Each answer should not exceed 400 words or two pages

7. a. Give a brief note on Nature of I/O Psychology. CO1 K1
(or)
7. b. List out the Ethical Issues in I/O Psychology. CO1 K1
8. a. Explain briefly on the Importance of Motivation in workplace. CO2 K1
(or)
8. b. Delineate the Types of Motivation with examples. CO2 K1
9. a. List out the Objectives of I/O Psychology. CO1 K1
(or)
9. b. Discuss on the benefits of Highly Motivated Employee. CO2 K1

Part - C

3 x 12 = 36

Answer ALL questions

Each answer should not exceed 800 words or four pages

10. a. Describe the Sub-fields of I/O Psychology. CO1 K2
(or)
10. b. Elucidate on History of I/O Psychology. CO1 K2
11. a. Explain in detail about the Herzberg's Two-Factor theory. CO2 K2
(or)
11. b. Explain in detail about Goal Setting theory with real life example. CO2 K2
12. a. Explore the contemporary trends of I/O Psychology. CO1 K2
(or)
12. b. Explicate Maslow's Need Hierarchy theory with example related to work. CO2 K2
