

INDUSTRIAL PSYCHOLOGY

ASSIGNMENT

VERY SHORT TYPE

- (a) What do you understand by Industrial Psychology ?
- (b) Differentiate between Theory 'X' and Theory 'Y'.
- (c) What are the different causes of Fatigue?
- (d) What is the impact of culture on organisations?
- (e) Name the different styles of leadership ?
- (f) What do you mean by industrial accidents.
- (g) What do you understand by job analysis?
- (h) Explain Work Environment in Industries.
- (i) Discuss importance of training in organization.
- (j) Discuss Behavioural Approach in Scientific Management

SHORT TYPE.

1. Discuss in brief the utility of IP for engineering students ?
2. 'Money is not the only incentive for human motivation.' Discuss.
3. What are the factors which effect on job satisfaction?
4. Why Taylor is known as the father of Scientific Management .
5. What are the elements included in organizational culture profile (OCP)?
6. Discuss the scope of Industrial Psychology .
7. Explain the process of Selection.
8. What is the importance of Job Analysis .

LONG TYPE

1. Discuss the Hawthorne Experiment conducted by Mayo. What are the conclusions drawn from these experiments from these experiments?
2. What are the major theories of Motivation ? Critically review Maslow's Need Hierarchy Theory'.
3. Why Recruitment is always known as Positive Process and Selection As a Negative Process ?
4. What are the different principles of Scientific Mnagement ?
5. How do you resolve Grievances in Industries ?
6. How Industrial Psychology related with other branches of Social Sciences?

SAMPLE QUESTIONS OF INDUSTRIAL PSYCHOLOGY

1. Define Industrial Psychology.
2. What are the duties of an industrial psychologist?
3. Explain Scientific Management.
4. Discuss the importance of human relations in industrial management.
5. What is work environment? What does it include?
6. Discuss Hawthorne's experiments on illumination.
7. The 'Bank Wiring' observation of room study throws light on many points. Which are they?
8. Explain the need for Personnel Counselling study by Hawthorne.
9. What conclusions did Mayo draw from the findings of Hawthorne experiments?
10. What do you understand by motivation?
11. What are the causes of frustration?
12. Explain Sigmund Freud's theory of motivation. How does it differ from Maslow's theory?
13. Write a note on leadership.
14. According to Likert, what are the four different styles of leadership?
15. 'Money is not the only incentive for human motivation.' Discuss.
16. What are the basic criteria essential for rewards to be effective?
17. What do you understand by the term Job satisfaction?
18. Discuss the different theories of job satisfaction.
19. How are gender and age related to job satisfaction?
20. What is the relationship of intelligence quotient and education with job satisfaction?
21. Does the non-intellectual personality have any effect on job satisfaction?
22. What are the factors which effect on job satisfaction?
23. What steps can the management of an industrial organization take for increasing job satisfaction of their workers?
24. Define and explain the dynamics of stress.
25. Prepare a list of the factors responsible for increasing stress in employees today.
26. What are the effects of stress at workplace?
27. Discuss the strategies for preventing job stress.
28. What are the positive and negative effects of Stress?
29. Explain the importance of the need for managing stress.
30. State the efforts made by organizations towards stress management of their employees.
31. How does job analysis help to manage stress?
32. Define organizational culture.
33. Which are the elements included in organizational culture?
34. Differentiate between aggregation and social group.
35. Define norm and state its purpose in an organization.

36. In what way do informal group counter organizational function?
37. Explain the statement: 'Informal groups can be the best friends or the worst enemy of an organization.'
38. Why does formation of informal groups take place?
39. Write a note on Group conflicts.
40. What are the measures to resolve group conflicts?
41. Define leadership.
42. Discuss the statement: 'Position alone cannot be considered the criterion for leadership.'
43. How can one measure leadership?
44. What are the characteristics of leadership ability?
45. Compare the Traits Approach and Behavioural Approach of defining leadership characteristics.
46. Enumerate the functions of a leader.
47. Explain the leadership style where the leader is the key figure.
48. Explain the leadership style where the organization can function even in the leader's absence.
49. Compare the relative effectiveness of the three different types of leaderships.
50. Give the different theories of leadership.
51. What is Performance Management? How does it differ from Performance Appraisal?
52. State the objectives of Performance Appraisal.
53. Draw and Explain the Flow Chart of Performance Appraisal.
54. Compare the Traditional and Modern Approach of Training and Development.
55. Highlight the importance of Training and Development.
56. Discuss the reasons for doing training need assessment.
57. Explain TNA (Training Need Assessment) listing the steps in the process.
58. How can the organization put training programme into effect?
59. What is the purpose of training evaluation?
60. What do employees benefit from training and development?
61. What are the benefits from Training and Development?
62. Discuss the various methods of Training.
63. What are the typical topics of Employee Training?
64. What are the different aspects of fatigue?
65. Distinguish between Fatigue and Boredom.
66. What is the basis for classification of work curves?
67. What are the factors that affect fatigue?
68. Distinguish between Tiredness and Boredom?
69. What are the disadvantages of E-Recruitment?
70. Discuss the Factors Affecting Recruitment?
71. Explain factors responsible for the growth of Human Relations.
72. Why do individual join informal groups? – Explain.
73. Differentiate between 'job enrichment' and 'job enlargement'.
74. Elaborate the some measures to reduce the fatigue and boredom.
75. How does performance relate to motivation?
76. Explain Abraham Maslow's motivation theory.
77. State and explain the stressor at work.
78. "Leadership is the driving force which gets things done by others" examine this statement.
79. Define 'Job Analysis'. What is the role in recruitment and selection process?
80. What is an 'Industrial Accident'? Explain the major causes of accidents.

81. What contributes to a good work environment?
82. What is performance evaluation process? Explain in detail.
83. What is the relation in training, development and education? Distinguish between training and development
84. Describe the different components of development programme.
85. How is Organization Culture created?
86. What changes should be incorporated to improve the work environment?
87. What do you mean by Basic Selection Model? What do you mean by Cross Validation of Selection Tests?
88. What do you mean by Rating and Ranking Systems?
89. What are the kinds of Training and what do you mean by Team Training?
90. Write short notes on Manpower Planning.
91. Discuss the major hurdles in the growth of Industrial Psychology and also outline the future prospects of Industrial Psychology in India.
92. Compare and contrast:
Systems Approach and Contingency Approach
93. What is the essence of Human Relations Approach/ School? Explain the practical utility of adopting this approach.
94. What is the difference between the Theories of Fayol and Taylor?
95. Discuss the relay assembly room study. What were the results obtained?
96. Discuss the activities that a psychologist details with in the following jobs:
 - i) Personnel
 - ii) Personal development
 - iii) Productivity Design
97. Compare and contrast:
Scientific Management and Quantitative Approach
98. Write short notes on Vestibule Training.
99. Write a note on Group cohesiveness.
 100. Differentiate between formal and informal group.