



University of Petroleum & Energy Studies
College of Management & Economics Studies
Dehradun

End Semester Examination – May, 2017

Programme Name: MBA(open elective)
Subject: Industrial Psychology
Subject code: MBCH

Semester : II
M.Marks: 100
Duration: 3 Hrs

Note: All sections are compulsory.

Section – A (10 x 2=20 Marks)

Note – Attempt any 2 questions. Each question carries 10 marks.

1. Explain any 2 schools of Management with their contributions.
2. What are the three counseling approaches? How are they different?
3. What is MSD in Ergonomics? Explain with suitable examples.

Section – B (2x20=40 Marks)

Note – Attempt the following. Each question carries 20 marks.

- Q-1 Explain any 2 areas in HR where psychometrics is applied. How does understanding of Industrial Psychology help you to prepare yourselves better?
- Q-2 What is the difference between Eustress & Distress? Explain the reasons of stress at workplace and any 2-stress management techniques.

Section – C (40 Marks)

Case Study

The cost of making bad decisions when selecting new employees is leading all employers to review their selection process. Some smaller companies have taken some steps to improve this.

Jelly vision a firm that develops computer games, requires applicants to go through an audition process. The purpose is to ensure that the applicants understand the culture of

the firm. applicants using writing skills sometimes complete 50 page exercises. Prior to being hired, even director HR had to complete a take home test that took him 15 hours. This was followed by a background check. Then the candidates were given a 10 minute online test to check their personality attributes. Finally the shortlisted candidates had to go for an all -day interview series before they could get their selection letter.

Questions:

- a) Discuss the advantage of the Selection process used by Jelly Vision.
- b) What would be the drawbacks of such a process, especially in larger firms?