



WEST BENGAL STATE UNIVERSITY  
B.A./B.Sc. Honours 5th Semester Examination, 2023-24

PSYACOR12T-PSYCHOLOGY (CC12)

Time Allotted: 2 Hours

Full Marks: 40

*The figures in the margin indicate full marks.  
Candidates should answer in their own words and adhere to the word limit as practicable.*

1. Write down any **five** questions from the following: 2×5 = 10
  - (a) What do you mean by performance appraisal?
  - (b) What is the basic difference between structured and unstructured interview?
  - (c) What is 'Karma Yoga'?
  - (d) State two principles of psychological testing.
  - (e) What do you mean by 'Esteem need'?
  - (f) What is on the job training?
  - (g) What are the components of Vroom's Expectancy Theory?
  - (h) Define Organizational Behaviour.
  
2. Answer any **four** questions from the following: 5×4 = 20
  - (a) Briefly discuss organizational commitment. What is the outcome of organizational commitment from organization's point of view? 3+2
  - (b) Discuss the stages of performance appraisal. What is the importance of performance appraisal? 2+3
  - (c) Write down the major factors involved in Job satisfaction.
  - (d) Critically evaluate Herzberg's theory of motivation.
  - (e) Differentiate between on-the-job and off-the-job training.
  - (f) Discuss organizational behaviour in Indian Perspective.
  
3. Write any **one** question from the following: 10×1 = 10
  - (a) Write down steps of personnel selection.
  - (b) Discuss the different types of leadership. According to you which type is most effective and why? 7+3
  - (c) Discuss Alderfer's Theory of work motivation and how that is correlated with Maslow's Theory. 5+5

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