



**WEST BENGAL STATE UNIVERSITY**  
B.A./B.Sc. Honours 5th Semester Examination, 2022-23

**PSYADSE02T- PSYCHOLOGY (DSE1/2)**

Time Allotted: 2 Hours

Full Marks: 40

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

1. Answer any **five** questions from the following: 2×5 = 10
  - (a) What are “Great-man theory” of leadership?
  - (b) Mention any one individual and group techniques of organizational development.
  - (c) What is structural inertia?
  - (d) What is Laissez-faire leadership?
  - (e) Define organizational resistance.
  - (f) Discuss the main problem with the trait approach to leadership.
  - (g) State two objectives of human resource management.
  - (h) Differentiate between Industrial / Organizational Psychology and Human Resource Management.
  
2. Answer any **four** questions from the following: 5×4 = 20
  - (a) Differentiate between Transformational vs. Transactional leadership.
  - (b) Write a short note on organizational development techniques.
  - (c) Briefly discuss the steps of change process as mentioned in Lewis’s model.
  - (d) What are the major individual factors that resists organizational change?
  - (e) Discuss the major challenges in Human Resource Management (HRM).
  - (f) Discuss the functions of leadership.
  
3. Answer any **one** question from the following: 10×1 = 10
  - (a) Delineate in detail Managerial Grid theory of leadership.
  - (b) What is organizational development? Discuss some factors that must be considered to implement organizational change. 3+7
  - (c) Write down the nature and concept of Personnel Management. State the difference between Personnel Management and Human Resource Management (HRM). 5+5

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