

THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF HEALTH SCIENCES
DEPARTMENT OF PSYCHOLOGY & COUNSELLING
ACADEMIC YEAR 2020/2021- SEMESTER II



BSC HONS IN PSYCHOLOGY
PLU4308 - INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY- LEVEL 4
CONTINUOUS ASSESSMENT TEST – NBT I
DURATION: 01 HOUR

DATE: 03rd JUNE .2022

TIME: 11.00A.M – 12.00NN

INDEX NO:

IMPORTANT INSTRUCTIONS/ INFORMATION TO CANDIDATES

- This question paper consists of 10 pages with TWO sections
- **Section 1: 20 Multiple Choice Questions - (40 Marks)**
- **Section 2: 12 Short Answer Questions - (60 Marks)**
- Write your INDEX NO in the space provided.
- **Multiple Choice Questions (Section 1):** Indicate answers in the **ANSWER SHEET** provided by placing a cross (X) in **INK** in the relevant cage (answers in pencil will **NOT** be marked)
- **Short Answer Questions (Section 2):** Write the answer within the space provided.
- Do **NOT** remove any page/part of this question paper from the examination hall.
- Do **NOT** keep unauthorized materials, including mobile phones and other electronic equipment, with you during the examination

SECTION 1: Multiple Choice Questions (20 Questions-40 Marks)

- 1.1 Which of the following is not one of the three major concentrations of Industrial and Organizational psychology?
- a Personnel Psychology
 - b Organisational Psychology
 - c Industrial Technology
 - d Human Engineering
- 1.2 The Hawthorne studies were used to examine the effects of:
- a Workplace competition
 - b Mass group testing
 - c Time and motion
 - d Manipulation of workplace lighting
- 1.3 All of the following studies examined productivity in the workplace except
- a Time and motion
 - b Revery obsession
 - c Hawthorne studies
 - d Stanford-Binet
- 1.4 The nonverbal intelligence test used to assess intelligence during World War I was called:
- a Army Beta
 - b Army Alpha
 - c Army Gamma
 - d Alpha Delta
- 1.5 _____ methods rely heavily on tests, rating scales, questionnaires, and physiological measures, while _____ methods of investigation generally produce flow diagrams and narrative descriptions of events or processes.
- a Objective; Subjective
 - b Subjective; Objective
 - c Qualitative; Quantitative
 - d Quantitative; Qualitative

- 1.6 Ecological validity refers to:
- a The extent to which the results of an experiment can be generalized to a real-life setting
 - b The extent to which the results of an experiment is due to the manipulation of the IV
 - c The extent to which the results of an experiment is due to the existence of a control group
 - d The extent to which the results of an experiment shows the relationship between an IV and an DV
- 1.7 Dr. Brown is conducting a scientific experiment and has randomly assigned the participants into two training groups, which receive training programs. What type of research design is Dr. Brown using?
- a Quasi-experimental design
 - b Experimental design
 - c Non-experimental design
 - d Survey design
- 1.8 Each of the following is directly related to increasing the extent to which the results of a study can be generalized to a larger population except:
- a Collecting data at several different points in time.
 - b Using a representative sample of the population being studied.
 - c Making the sample size larger.
 - d Collecting data from many different organizations.
- 1.9 The below are types of experiments except
- a Laboratory experiment
 - b Field experiment
 - c Natural experiment
 - d Raw experiment

- 1.10 The five stages of the research cycle process are in the following order:
- Problem Identification, Designing of a research study, Collection of data, Analysis of data & interpretation, Conclusions, recommendations & dissemination
 - Problem Identification, Collection of data, Designing of a research study, Analysis of data & interpretation, Conclusions, recommendations & dissemination
 - Problem Identification, Collection of data, Designing of a research study, Conclusions, recommendations & dissemination, Analysis of data & interpretation
 - Problem Identification, Designing of a research study, Conclusions, recommendations & dissemination, Analysis of data & interpretation, Collection of data
- 1.11 Snowball sampling is
- When a few people are initially interviewed and used as informants to identify others
 - Choosing closest and convenient respondents
 - Choosing researcher's own judgment to choose respondents
 - Nonprobability sampling equivalent to stratified sampling
- 1.12 All of the following are fundamental assumptions that I-O psychologists make when they apply the individual differences model except:
- The attribute levels of various people in a group can be brought to the same level through training
 - Different jobs require different attributes
 - Adults have a variety of attributes, the levels of which remain relatively stable over time
 - The attributes can be measured accurately
- 1.13 Salma and her colleagues have noticed that a particular employee has a very high level of integrity. The employee would be most expected to rank high on all of the following factors of the Five Factor Model except:
- Extraversion
 - Emotional Stability
 - Agreeableness
 - Conscientiousness

- 1.14 Joseph possesses a combination of skills, knowledge, abilities, and personality characteristics that allow him to complete his project management tasks. What are the sets of behaviors called that allow him to do his job well?
- a Proficiencies
 - b Competencies
 - c Behavioural categories
 - d Individual difference characteristics
- 1.15 Sarah, in an interview for a Disc Jockey position, was asked to describe how she would respond to a dissatisfied client. She most likely experienced what type of interview?
- a Behavioural interview
 - b Hypothetically based interview
 - c Situational judgement interview
 - d Unstructured interview
- 1.16 Below are some of the ways to collect information for a job analysis, except
- a Interviews
 - b Direct observation
 - c Calling the candidate's past workplaces
 - d Questionnaires/Inventory
- 1.17 Below are all stages of the selection process, except
- a Preliminary interview
 - b 360-degree feedback
 - c Screening of applicants
 - d Reference check

- 1.18 John's company offers a variety of training methods to learn skills. He is currently participating in one program that is often used to prepare high-potential employees for future management responsibilities, providing him with a variety of experiences in different departments that will likely help him obtain future promotions. What type of training method is he most likely participating in?
- a Classroom instruction
 - b Mentoring
 - c Apprenticeship
 - d Job rotation
- 1.19 According to Kolb, Osland, and Rubin (1995), learning occurs in four distinctive stages. The below are one of the four stages, except
- a Concrete experience
 - b Abstract conceptualisation
 - c Cognitive learning
 - d Active experimentation
- 1.20 The below are methods of performance evaluation, except
- a Objective production data
 - b Personnel data
 - c Subjective abstract data
 - d Judgemental data

INDEX NO:

ANSWER SHEET FOR SECTION-1

Q. No.	(a)	(b)	(c)	(d)
1.1				
1.2				
1.3				
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1.20				

- 2.4 An organisational psychologist wanted to investigate whether giving employees an incentive to achieve increases their sales over a month. She asked two companies to take part. Employees of one company were offered a payment of LKR 50,000 for increased sales. Employees of the second company were not offer any rewards. What is the independent variable? What is the dependent variable? (5 marks)
- 2.5 Construct a good interview question for a position of your choosing. The question should relate to a specific skill requirement for a position. (5 marks)
- 2.6 What is a useful mechanism for avoiding bias during employment interviews? (5 marks)
- 2.7 If you are working, what are two KSAs (knowledge, skills, and abilities – 2 each) that are required for your current position or a position you wish to have in the future? (Please provide the position) (5 marks)

2.8 Name one method of selection and describe how they are conducted. (5 marks)

2.9 Provide two advantages of training to a company? (5 marks)

2.10 What do you think is the most important purpose for performance appraisal? Why? (5 marks)

2.11 When would you use a quasi-experiment rather than an experiment? (5 marks)

2.12 Provide one important factor that should be considered when choosing a selection method? Explain your answer. (5 marks)

-----END OF QUESTION PAPER-----