

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, May, 2019

Course: Psychology (CLNL1023)

Semester: II

Programme: B.B.A., LL.B. (Hons.)(BFI/ITIL/Corporate Law) / B.Com., LL.B. (Hons.) (Taxation Law)

Time: 03 hrs.

Max. Marks: 100

Instructions:

SECTION A (ATTEMPT ANY FIVE)

		Marks	CO
Q1.	Hierarchy of Needs	2	CO1
Q2.	Glass Ceiling	2	CO1
Q3.	Job Satisfaction	2	CO1
Q4.	Motivational cycle	2	CO1
Q5.	Sex v/s Gender	2	CO1
Q6.	Structuralism	2	CO1

SECTION B

Q7.	What is Diversity Management? What steps can be taken by an organization towards Diversity Management?	10	CO3
Q8.	Name the theories given by the following and discuss any two: a: Fiedler b: Hershey and Blanchard c: Vroom and Yelton	10	CO2

SECTION C

Q9.	How are attitudes formed? Explain with examples relevant to development of socio-political attitudes.	10	CO2
Q10.	Discuss the main features of Psychoanalytic School and Behaviourism.	10	CO1

SECTION-D

	<p>Read the lines below and answer the questions 11 to 13</p> <p>“My opinion, my conviction, gains immensely in strength and sureness the minute a second mind as adopted it.”</p> <p style="text-align: right;">-Malcolm Muggeridge</p> <p>Group decision making is a double edged sword with its strengths and pitfalls. It may surpass the limitations posed by one individual mind and at the same time may validate and amplify any of individual biases and blind spots. What matters in Group decision making is the decision mode adopted. The suitable mode of decision making may lead to the best possible outcome.</p>		
Q 11.	Discuss the advantages and disadvantages of group decision making.	12	CO2
Q 12.	With examples, discuss the various modes of Group Decision Making.	10	CO1
Q 13.	Why do we conform ? What are the factors that increase conformity to group decisions using examples from socio-political area?	13	CO3
Q 14.	With examples from organizational and social setting, explain Fassinger’s model of discrimination. Which forms of these discriminations can be handled by law and which cannot be? Give reasons.	15	CO3

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SECTION A (ATTEMPT ANY FIVE)

		Marks	CO
Q1.	Drive Theory of Motivation	2	CO1
Q2.	Group polarisation	2	CO1
Q3.	Instinct theory	2	CO1
Q4.	Job Involvement	2	CO1
Q5.	Conformity	2	CO1
Q6.	ABC Model	2	CO1

SECTION B

Q7.	What are the strategies to achieve compliance? Give examples how they can be used to increase compliance to regulations.	10	CO3
Q8.	What is groupthink? How can it be identified in a social/political group?	10	CO2

SECTION C

Q9.	Explain the functions of motivation. Critically appraise Maslow's theory of motivation.	10	CO1
Q10.	Analyse the contribution of structural and functional school of psychology.	10	CO1

SECTION-D

	Read the lines below and answer the questions 11 to 13		
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	<p>Leadership is the ability of an individual or a group of individuals to influence and guide followers or other members of an organization. Leadership involves making sound -- and sometimes difficult -- decisions, creating and articulating a clear vision, establishing achievable goals and providing followers with the knowledge and tools necessary to achieve those goals. many different leadership theories exist. These theories are often grouped into buckets based on the ideas each theory professes.</p> <p>For example, one group is the Great Man Theory, a category that originated in the 19th century and stresses that great leaders were men born to the task. Another group is the Trait Theory, which dates to the mid-20th century and also centers on the idea that some people are born with the traits that make them great leaders, such as integrity and self-confidence.</p> <p>The second half of the 20th century saw the arrival of several more categories. Those include behavioural theories which identified leadership as a set of behaviour displayed by an individual and situational leadership, where the leadership style is dependent on the situational factors. Development of these theories as opposed to trait and great man theories had advantages for the industry.</p>		
Q 11.	Why did trait theories had to be replaced by another set of theories?	10	CO2
Q 12.	Why was development of behavioural theories advantageous to the industry? Appraise any one behavioural theory of leadership.	12	CO2
Q 13.	Discuss and analyse any two contingency leadership models.	13	CO2
Q 14.	Despite the notion that laws in India are biased towards women, why are women still not able to attain an equal status in the society as well as workplace. Give reasons from an Indian context.	15	CO3