Seat No.

[4201]-343

T.Y. B.A. EXAMINATION, 2012

PSYCHOLOGY

General Paper III

(Industrial and Organizational Psychology)

(2008 PATTERN)

Time: Three Hours

Maximum Marks: 80

- N.B. :- (i) All questions are compulsory.
 - (ii) Figures to the right indicate full marks.
- 1. Answer in 50 words each (any two):

[10]

- (1) What is industrial and Organizational Psychology?
- (2) Why is the need of training?
- (3) State the scope of engineering psychology.
- (4) What is job satisfaction?
- 2. Write notes in 100 words each (any four):

[20]

- (1) Development of Industrial Psychology.
- (2) Training programme evaluation.
- (3) Performance evaluation.
- (4) Leadership.
- (5) Person-Machine system.
- (6) Relationship of Job-satisfaction of productivity.

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language literature psychology counseling religious studies sociology anthropology archaeology and more Up to date data collected through Peterson's Annual Survey of Graduate and Professional Institutions provides valuable information on degree offerings professional accreditation jointly offered degrees part time and evening weekend programs postbaccalaureate distance degrees faculty students requirements expenses financial support faculty research and unit head and application contact information There are helpful links to in depth descriptions about a specific graduate program or department faculty members and their research and more There are also valuable articles on financial assistance the graduate admissions process advice for international and minority students and facts about accreditation with a current list of accrediting agencies Adverse Impact Analysis Scott B. Morris, Eric M. Dunleavy, 2016-12-01 Compliance with federal equal employment opportunity regulations including civil rights laws and affirmative action requirements requires collection and analysis of data on disparities in employment outcomes often referred to as adverse impact While most human resources HR practitioners are familiar with basic adverse impact analysis the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities Employment data are often complicated and can include a broad array of employment actions e g selection pay promotion termination as well as data that span multiple protected groups settings and points in time In the era of big data the HR analyst often has access to larger and more complex data sets relevant to employment disparities Consequently an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses This book brings together the diverse literature on disparity analysis spanning work from statistics industrial organizational psychology human resource management labor economics and law to provide a comprehensive and integrated summary of current best practices in the field Throughout the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies The book provides guidance on all phases of disparity analysis including How to structure diverse and complex employment data for disparity analysis How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection promotion compensation termination and other employment outcomes How to interpret results in terms of both practical and statistical significance Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues Ebony ,2005-09 EBONY is the flagship magazine of Johnson Publishing Founded in 1945 by John H Johnson it still maintains the highest global circulation of any African American focused magazine Universities Handbook .2014

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