

# Birla Institute of Technology and Science, Pilani

## HSS F323 -Organizational Psychology

### Mid Sem-Exam (Open Book)

*This paper consists of six questions. Attempt all the questions. Each question carries 10 marks. You can open notes and textbook/s (only hard copies) to answer these questions.*

1. Recall your understanding (as discussed in class) about the various productive and counter-productive behaviors displayed by employees in their respective organizations, highlight the significant causes of concern from an all-exclusive employee perspective and suggest remedial measures to control such behaviors so that one can enhance organizational effectiveness.
2. Formulate a unique, crisp definition of "Organizational Psychology" in your own words. Critically reflect upon the crucial events that played an instrumental role in shaping the field of Organizational Psychology. Do you think that the famous *Hawthorne* experiments (1920-1932) played an instrumental role in shaping the discipline of the organizational side of I/O Psychology? If so, how?
3. ABC, after graduating from BITS Pilani, got a dream job in his preferred company. Once he becomes a formal member of his organization, what do you think he should do? Suggest the fundamental steps and tactics you feel would be feasible for ABC to adjust in his work setting and emerge as a productive (efficient) employee for his organization.
4. XYZ lost his job during the recent COVID onslaught (2020-2021) and sat unemployed for almost seven months (till August 2022). After seven months of bad luck, he again got placed in a better organization with a much better salary structure, perks, and incentives. Do you see the role of motivation in the life event of this person? Justify your answer by drawing support from the most applicable theory of motivation that fits this situation. Once you are done, come up with a novel definition of motivation.
5. "Do those who seek leadership roles, those who emerge as leaders, and those who become successful share similar traits." Comment on this statement. Considering the various approaches to studying leadership, if you are to choose a leadership style where followers are semi-skilled, capable, and enthusiastic, what leadership style would reap you maximum benefits? Support your answer by describing the leadership theory that suits the given situation. Is the leadership process different from the influence tactics one uses to get his/her work done?
6. What would be your definition of job satisfaction? If research says that this construct is correlated with organizational commitment, what does this mean? Further, if the correlation value between these two variables comes out to be  $r=0.53$ , what do you think, what sort of methodology was employed to get these results? Elaborate the entire research methodology with a hypothetical dataset, if possible.

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