

Birla Institute of Technology and Science, Pilani

HSS F323 -Organizational Psychology (Sem I; 2022-23)

Comprehensive Examination

Instructions: *This paper is a closed book examination and consists of questions carrying differential weightage. All questions are compulsory.*

1. Describe any group development model and justify the same. Based on your reading or learning (including movie-watching) experiences, briefly describe the setup, intention, and inferences of the three conformity experiments. Also, define conformity as per your understanding.

(12 Marks)

2. What are the main differences between the behavioral and contingency approach to leadership theories? Explain any of the leadership theories that you like and justify your choice. Do you think 'pressure' as an influence tactic can 'fit in' while comprehending the idea of leadership? Critically reflect.

(12 Marks)

3. What is your conceptualization of an effective group? Explain Deborah Gladstein's model of group effectiveness. What are the significant determinants of group effectiveness which must be kept in mind while gauging it? Elaborate.

(12 Marks)

4. What is an *Organizational Theory*? How is a structure consisting of only 5 employees different from a structure having 50 employees? What are the major determinants of any organizational design? Imagining yourself as a consultant, give your opinion about these determinants' (that help conceive an organization's structural framework) significance in the contemporary world.

(12 Marks)



5. What do you understand by organizational change and development? Differentiate between the Human processual and Technostructural interventional approach using a hypothetical or real-life example. What do you think an OD consultant does in any organization? Does s/he use research methodology while formulating the change paradigm? Elaborate with an example.

(12 Marks)

6. Solve the following:

(20 Marks)

Consider the following data obtained by a researcher while conducting research with (n=15) employees of XYZ organization:

Var A (Work Engagement): 26; 29; 34; 39; 43; 65; 31; 37; 54; 43; 38; 45; 39; 32; 28.

Var B (Stress): 54; 67; 69; 58; 36; 45; 48; 43; 49; 54; 43; 49; 51; 55; 59.

Using the above dataset of 15 employees on work engagement and stress, calculate product-moment correlation and provide a meaningful interpretation.

Hint:

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2] [n\sum y^2 - (\sum y)^2]}}$$

