

Birla Institute of Technology and Science, Pilani

HSS F328 Organizational Psychology (Sem II; 2022-23)

Mid Semester Examination

Instructions: Answer the following questions. The weightage of each of the questions is mentioned against them.

1. Define *Hawthorne Effect* in your own words and elaborate on the processes that led to the formulation of this effect.

(10 Marks)

2. What would be your strategy to socialize in your respective workplaces? Elaborate on the process with the help of a theoretical model of organizational socialization.

(10 Marks)

3. According to the experts, what all special issues need to be discussed in the study and understanding of job performance?

(10 Marks)

4. Discuss a few counterproductive work behaviors which may be witnessed in the organizations. What causes them? Can they be prevented or managed? Comment.

(10 Marks)

5. Explain the cognitive approach to understanding the concept of motivation at workplaces? Cite the differences with examples, if possible.

(10 Marks)

6. Write short notes on:

a) Situational Leadership Theory (SLT)

b) Organizational Citizenship Behaviors (OCBs)

(5X2=10 Marks)
