

[Time:3.00 Hrs]

[Marks:100]

Please check whether you have got the right question paper.

- N.B:
1. All questions are compulsory.
 2. Attempt any one question from Q1 to Q4
 3. Attempt any two questions from Q5.
 4. Figures to the right indicate full marks.

- Q.1** Attempt any one question. **20**
- A. Describe industrial and organizational psychology. How industrial psychology acts as a profession or as a science
- B. Compare and contrast between various purposes of job analysis.
- Q.2** Attempt any one question. **20**
- A. Discuss actual vs theoretical criteria with examples. Elaborate on criterion contamination, criterion relevance and on dynamic criteria.
- B. Elaborate on subjective methods for assessing job performance.
- Q.3** Attempt any one question. **20**
- A. Compare various types of psychological test based on its format. How interview and work samples used in selection.
- B. Describe steps in conducting the validation study in detail
- Q.4** Attempt any one question. **20**
- A. Describe why training needs assessment? Explain important objectives of training
- B. Discuss any five important training methods adopted by organization in detail
- Q.5** Write short notes on any two of the following **20**
- A. Occupational information network
- B. 360 degree feedback
- C. Assessment center and electronic assessment
- D. Simulations
