JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT

TEST -1 EXAMINATION- 2026

PhD-II Semester (JBWS)

COURSE CODE (CREDITS): 16P1WHS131 (3) MAX. MARKS: 15

COURSE NAME: Industrial Psychology

COURSE INSTRUCTOR:TNS MAX. TIME: 1 Hour

***Note:*** *(a) All questions are compulsory.*

| Q.No | Question | CO | Marks |
|---|---|---|---|
| Q1 | Evaluate the ethical risks involved in job analysis and compensation research, particularly in relation to power, consent, and data manipulation. | | 3 |
| Q2 | To what extent should global organizations standardize job evaluation systems across cultures and legal frameworks? Critically discuss. | | 3 |
| Q3 | Examine the tension between employee privacy rights and employer monitoring practices such as drug testing, psychological assessments, and electronic surveillance. | | 3 |
| Q4 | Critically evaluate the continued relevance of traditional recruitment methods (newspaper ads, employment agencies, job fairs) in the era of AI-driven digital hiring. | | 3 |
| Q5 | Evaluate the role of Realistic Job Previews (RJPs) in reducing early turnover and enhancing person–organization fit. | | 3 |



29