

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT

TEST -3 EXAMINATIONS- 2026

PhD-II Semester (CSE/IT/BT/ECE/CE)

COURSE CODE (CREDITS): 16P1WHS131

MAX MARKS: 35

COURSE NAME: INDUSTRIAL PSYCHOLOGY

COURSE INSTRUCTOR:

MAX. TIME: 2 Hours

Note: (a) All questions are compulsory.

Q.No	Question	CO	Marks
Q 1	A company hired employees based only on personal interviews. Within a year, employee turnover increased and job performance declined. As an Industrial Psychologist, suggest suitable selection methods to improve hiring quality.		5
Q2	Employees in an IT company feel that supervisors rate favorite employees more positively than others. Identify the appraisal errors involved and suggest ways to improve fairness in evaluation.		5
Q3	A bank introduced new digital services and provided training to employees. However, customers still complain about poor service and employee confusion. Explain why the training may have failed and suggest methods to improve training effectiveness.		5
Q4	Employees working from home in a multinational company report stress, isolation, and low motivation. Suggest organizational strategies to improve employee satisfaction and commitment.		5
Q5	A police department wants to recruit officers who can handle stress, make quick decisions, and communicate effectively. Recommend psychological tests or selection techniques suitable for this recruitment process.		5
Q6	A company notices increased absenteeism and reduced commitment among employees after organizational restructuring. Explain possible reasons for reduced organizational commitment and suggest corrective measures.		5
Q7	Women and minority applicants in a company claim that the hiring process is unfair and discriminatory. Suggest ways to improve fairness and reduce bias in employee selection procedures.		5