

FBQ1: Myths and Beliefs could either be right or wrong.

Answer: *Wrong*

FBQ2: Psyche, a Latin word in Psychology means Mind.

Answer: *Mind*

FBQ3: Staff recruitment can be sourced internally and externally.

Answer: *Externally*

FBQ4: Relative change in behaviour occurring as a result of practice or experience is called

Answer: *Learning*

FBQ5: Involving the right worker on the right job is termed Placement.

Answer: *Placement*

FBQ6: Industrial/organisational psychology is a systematic and specialised knowledge about human behaviour in industries and organisations

Answer: *Human Behaviour*

FBQ7: The process of seeking and attracting a large pool of likely skills for consideration for appointment is termed Recruitment.

Answer: *Recruitment*

FBQ8: The Three stages of information storage include, sensory inputs, storage and retrieval.

Answer: *Retrieval*

FBQ9: "Logos" a Latin word in psychology means Word.

Answer: *Word*

FBQ10: Selection. Implies determining among a pool, the best possible hand for the position advertised

Answer: *Selection*

FBQ11: The classical and operant conditioning principles are approaches in the

Answer: *Behavioural theories*

FBQ12: The two types of inhibitions are retroactive and proactive.

Answer: *Proactive*

FBQ13: Learning occurs informally, incidentally and formally.

Answer: *Formally*

FBQ14: The two basic types or systems of memory are declarative and nondeclarative.

Answer: *Nondeclarative*

FBQ15: Practice and interest are some of the factors that facilitate retention.

Answer: *Retention*

FBQ16: Training needs determination is aimed at improving knowledge, skills and ..

Answer: *Attitude*

FBQ17: One major focus of .. Is identifying training needs in an organisation

Answer: *Organisational analysis*

FBQ18: One major way of detecting employee's skill deficiency is through ..

Answer: *Person analysis*

FBQ19: Performance Appraisal can be carried out formally and ..

Answer: *Informally*

FBQ20: The tri-component view of attitude are cognitive, affective and ..

Answer: *Behavioural*

FBQ21: The radical transformation in the functioning of the organisational processes is simply ..

Answer: *Organisational change*

FBQ22: The outcome of performance Appraisal could be objective or ..

Answer: *Subjective*

FBQ23: .. involves the use of hands, equipment, machinery, and technology to meet human needs

Answer: *Work*

FBQ24: Rating employees positively or negatively on the basis of one quality is called ..

Answer: *Halo Effect*

FBQ25: Semantics like reorganisation, restructuring, re-engineering, downsizing, rightsizing are associated with ..

Answer: *Organisational change*

FBQ26: Kurt Lewin's model emphasised three stages of change i.e. unfreezing stage, moving stage and ..

Answer: *Refreezing stage*

FBQ27: Career growth and development planning could be on a long and .. term basis

Answer: *Short*

FBQ28: Emotion or feelings about people, places and objects are manifestations of .. Component of attitude

Answer: *Affective*

FBQ41: The question of , who am I is a function of finding or fixing
Answer: *Self- identity*

FBQ42: The pattern of relationships among positions in an organisation and among members is called
Answer: *Organisational structure*

FBQ43: A situation where management routinely devise ways and means of regulating over conflict within an organisation is called
Answer: *Internal mechanism*

FBQ44: The goal of predicting behaviour that is underscored by the need to take decisions that will be valid for now and in the future is termed
Answer: *Prediction*

FBQ45: The work of psychologists involved in measuring of concepts, attributes, characteristics or variables that impact or condition human behaviour is termed
Answer: *Measurement of behaviour*

FBQ46: are doctors who diagnose psychological disorders and treat them using psychotherapy
Answer: *Clinical Psychologists*

FBQ47: are psychologists involved in criminology and legal issues relating to investigation and prosecution of criminals.
Answer: *Forensic Psychologists*

FBQ48: The basic functions of recruitment, selection and placement is called
Answer: *Staffing*

FBQ49: Those psychologists that function in military settings are called
Answer: *Military Psychologists*

FBQ50: A is a specialist in research into physiological problems. His focus is on issues bordering on physiological basis of behaviour e.g. the brain, and the nervous system as they affect behaviour.
Answer: *Physiological Psychologist*

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Multiple Choice Questions (MCQs):

MCQ1: The sub-fields of psychology include

Answer: Soil Psychology

MCQ2: Options available for recruitment do not include

Answer: Firing

MCQ3: Planning the recruitment programme does not include .. component

Answer: Job Analysis

MCQ4: Interview done to clarify issues arising in the application blank is called

Answer: Psychological interview

MCQ5: One of the following constitutes one of the internal factors affecting learning process

Answer: Facilities

MCQ6: One of the following is not a reason for employees training

Answer: Remove performance deficiencies

MCQ7: One of these is not a component of training needs assessment process

Answer: Organisational analysis

MCQ8: Training cannot be evaluated in terms of

Answer: Outcome

MCQ9: One of the following is not a type of organisational change

Answer: Changing structure

MCQ10: How many stages of organisational change does Ronald Lippit, Jeanne Watson and Bruce Wesley's Model recognise?

Answer: Six

MCQ11: Which of the following is not associated with organizational change?

Answer: Rationalization

MCQ12: Change in attitude can be due to the following ,except

Answer: Result of learning

MCQ13: In the components of attitude beliefs about specific attributes or overall object is attributed to the

Answer: Affective

MCQ14: One of the following is not a sub field of Psychology

Answer: Experimental Psychology

MCQ15: Who pioneered Operant Conditioning?

Answer: Ivan Pavlov

MCQ16: The goal of psychology does not include one of these basic activities

Answer: Measurement of behaviour

MCQ17: Issues relating to prenatal, neonatal, infancy and the adolescent within the scope of

Answer: Experimental Psychology

MCQ18: The dimensions of Quality of Work Life (QWL) do not include one of these

Answer: Safety and healthy environment

MCQ19: How many basic assumptions about career were developed under Super's Self Expression theory?

Answer: 12

MCQ20: The psychologist with vast knowledge of brain disorder and the nervous disorder which may affect behaviour is called

Answer: Social psychologist

MCQ21: One of the following is not a goal of Psychology

Answer: Predicting behaviour

MCQ22: Which of these situations best describe a Compromise strategy in bargaining?

Answer: Win-lose situation

MCQ23: Within which age bracket does an individual have an early career establishment and achievement according to Greenhaus and Callaman?

Answer: 18-24

MCQ24: The assessment of the organization's short and long term objectives, goals, resources and environment of the organisation constitutes

Answer: Operational analysis

MCQ25: A psychologist who functions in military setting is called a

Answer: Physical psychologist

MCQ26: In recruitment, some of the activities involved in the selection process include the following, except

Answer: Aptitude test

MCQ27: Human retention can be facilitated by the following, except

Answer: Personnel Psychologist

MCQ28: Placement simply implies

Answer: Transferring workers

MCQ29: Organisations periodically need new people due to the following reasons, except

Answer: Labour turnover

MCQ30: Job Analysis implies an analysis of all human requirements on the job , excluding

Answer: Knowledge

MCQ31: Decruitment can be achieved in the following ways , except

Answer: Firing

MCQ32: Sources of recruitment do not include one of the following

Answer: Employment centres

MCQ33: Medical examination is part of which of the following staffing activities?

Answer: Recruitment

MCQ34: When behaviour is rewarded each time it occurs, it is referred to as

Answer: Interval schedule

MCQ35: One of the following is not a principle of the Operant and Classical Conditioning theory

Answer: Stimulus discrimination

MCQ36: When desired behaviour is reinforced after specified number of responses, it is known as

Answer: Interval schedule

MCQ37: The assumption that human learning is influenced by multiplicity of factors such as beliefs, attitudes ,and motivations is a proposition of one of these theories

Answer: Classical Conditioning theory

MCQ38: One of the following is not an on the job- training method

Answer: Apprenticeship

MCQ39: The training method chosen is not determined by one of the following

Answer: The resources available to the organization

MCQ40: Classroom or Lecture method is a form of

Answer: Lack of training

MCQ41: The performance of trainees when compared with their pre-training level on the basis of the effectiveness of changes in work attitude, skills and relevant behaviour is known as

Answer: Social relations

MCQ42: Training evaluated on the basis of the effectiveness of trainers, quality of training materials and methods of training is called

Answer: Cost-effect- benefits

MCQ43: The criteria to evaluate training based on performance will not reflect one of the following

Answer: Productivity

MCQ44: Appraisal that focuses on monetary benefits in an organisation is useful for
Answer: Guide to change

MCQ45: One of the following is not a reason for objective performance appraisal
Answer: Employee performance

MCQ46: One of the following is not party to employee appraisal
Answer: Peers or colleagues

MCQ47: Which of the following is not a method of performance appraisal?
Answer: Essay report

MCQ48: The tendency to rate employee positive or negative on the basis of one quality is called
Answer: Central tendency

MCQ49: One of the following is not a strategy for reducing biases associated with employees' appraisal
Answer: Raters education

MCQ50: Which of the following is not a pitfall which should be avoided in appraisals?
Answer: Problem of validity