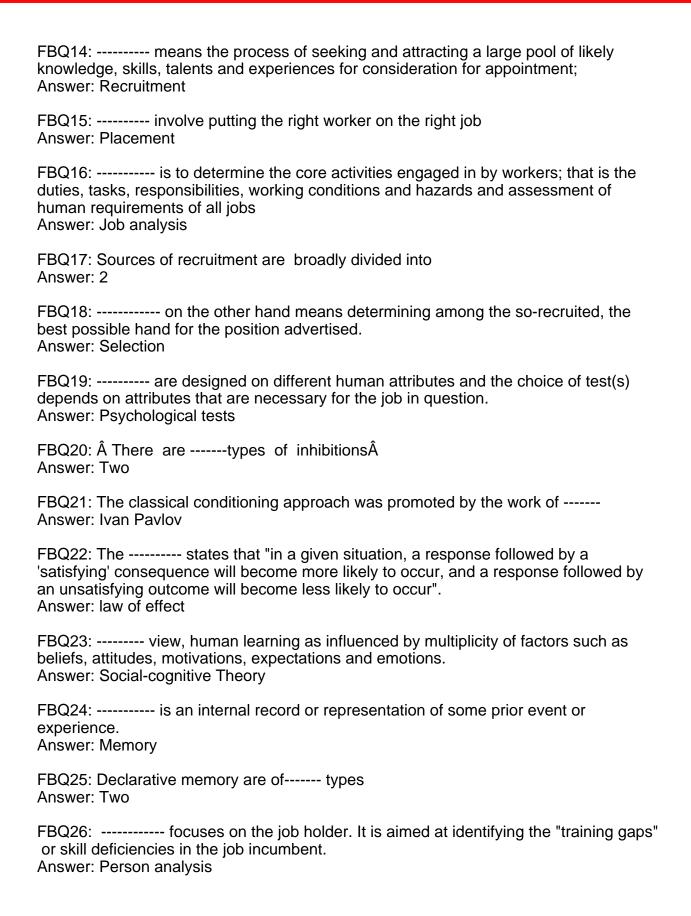
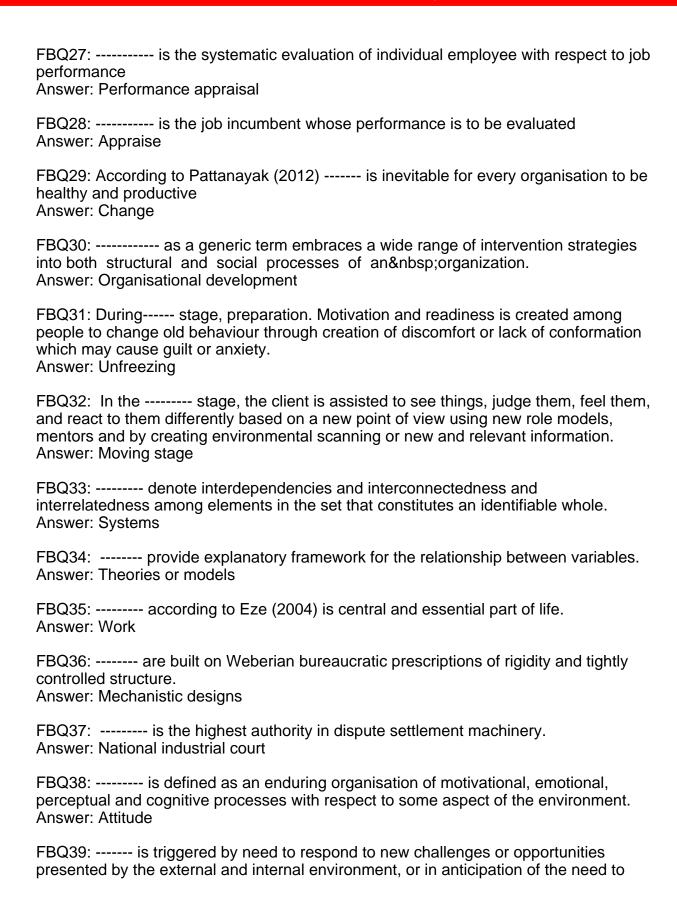
FBQ1: ----- Psychology as a scientific discipline seeks to study the impact of organisations on man and vice versa. Answer: Organisational FBQ2: Philosophers such as Socrates and Plato speculated a lot about ------Answer: human behaviour FBQ3: In the past, ----- is deemed as the study of the mind and mental life. Answer: Psychology FBQ4: Industrial/organisational psychology, also called-----, is a systematised and specialised body of knowledge about human behaviour in industries and organisations. Answer: workplace psychology FBQ5: Understanding human behaviour, from a----- point of view, is the overall goal of Psychology. Answer: Scientific FBQ6: ----- means adducing reason(s) to why people think, feel, or act the way they do. Answer: Explanation FBQ7: The goal of ----- behaviour is underscored by the need to take decisions that will be valid for now and in the future. **Answer: Predicting** FBQ8: ----are "doctors" who diagnose psychological disorders and treat them using psychotherapy. Answer: Clinical Psychologist FBQ9: ----- psychologist applies psychological principles and theories in understanding human behaviour in social setting. Answer: Social FBQ10: ----- Psychologists try to understand complex human behaviour by studying the onset of a behaviour pattern and the orderly way in which they change over time. Answer: Developmental FBQ11: ----- are Involved in criminology and legal issues relating to investigation and prosecution of criminals. Answer: Forensic Psychologist FBQ12: The importance of man as individuals and group at work is the focus of -----Psychology. Answer: Industrial FBQ13: The ------ function is one of the main activities of Personnel **Psychologists** Answer: Staffing





cope with potential future problems. Answer: Organisational change FBQ40: There are ----- types of inhibitions Answer: Two FBQ41: ----- is an enduring belief that specific mode of conduct or end-state of existence is personally or socially preferable to an opposite or converse mode of conduct. Answer: Value conflict FBQ42: ----- mean interpersonal opposition that is driven by personal dislike or disagreement between parties. Answer: Personality conflict FBQ43: ----- is a well respected and trusted employee who may be engaged to hear out parties and to attempt a resolution of the dispute. Answer: Ombudsman FBQ44: ----- is the ability to sense how others are feeling Answer: Empathy FBQ45: -----is an ability to be aware of what you are feeling Answer: Self-awareness FBQ46: The ----- is primarily engaged in research using experimental method. Answer: Experimental psychologist FBQ47: ----- tries to understand complex human behaviour by studying the onset of a behaviour pattern and the orderly way in which they change over time. Answer: Developmental psychologists FBQ48: ----- involves putting the right worker on the right job Answer: Placement FBQ49: In selection ----- is the opinions of former employer(s) and or people of eminent status. Answer: Reference check FBQ50: ----- according to Naylor and Blum (2001) is a process that develops and improves skills related to performance. Answer: Training MCQ1: One of these is NOT one of the notable writers of Industrial Psychology as a

sub-field of Psychology. Answer: Charles Taylor

MCQ2: Industrial Psychology as an academic discipline started with the pioneering works of Musterberg

Answer: 1913 MCQ3: Industrial/organisational psychology is also called ---- psychology Answer: Workplace MCQ4: The overall goal of ---- is the understanding of human behaviour, from a scientific point of view. Answer: Psychology MCQ5: ----- psychologists work with people of milderEmotional problems. Answer: Counselling MCQ6: An engineering psychologist is also called Answer: Ergonomist MCQ7: The ----- function is one of the main activities of Personnel Psychologists. Answer: staffing MCQ8: Organisations need people periodically for the following listed reasons Except Answer: For payment of low wages MCQ9: ----- is a deliberate effort involving serious and concerted planning and budgeting to anticipate costs at every stage of the recruitment and selection. Answer: Recruitment MCQ10: ----- means determining among the so-recruited, the best possible hand for the position advertised. Answer: Selection MCQ11: ----is suitably used where number of applicant is manageable. Answer: Preliminary interview MCQ12: ----is often done to clarify issues arising in the application blank. Answer: Second interview MCQ13: ----- is done to examine the physiological state and fitness of candidates. Answer: Medical examination MCQ14: Naylor and Blum (2001) sees ---- as a process that develops and improves skills related to performance. Answer: Training MCQ15: The classical conditioning approach was promoted by the work of ----- (1849-1936) Answer: Ivan Pavlov

MCQ16: In----- schedule, desired behaviour is reinforced after specified number of

responses. Answer: Ratio

MCQ17: ----- means reappearance of a previously extinguished conditioned

response.

Answer: Spontaneous recovery

MCQ18: The behavioural psychologists theory that believes that behaviour is more than simple S-R (stimulus and response) paradigm, rather thinking and interpretation of stimuli – S-O-R (stimulus-Organism- Response) are bonafide part of the learning process called

Answer: Social-cognitive Theory

MCQ19: ----- is an internal record or representation of some prior event or

experience. Answer: Memory

MCQ20: Organisational analysis is a -----perspective, while task analysis is a -----perspective involving a review of job description in which the task, duties, responsibilities and condition under which the job is done is highlighted.

Answer: Macro and micro

MCQ21: ----- focuses on the job holder. Its aim is to identify the "training gaps" or skill deficiencies in the job incumbent.

Answer: Person analysis

MCQ22: ----- is a process and outcome justified in terms of cost to the organisation viz-Ã -viz adequacy or otherwise of budgetary provision, current and future benefits to individual trainees and the organisation

Answer: Cost-effect benefit

MCQ23: An organisation is like a tune; it is not constituted by individual sounds but by their syntheses. This is according to ------

Answer: Peter Drucker

MCQ24: One of these reasons is NOT for performance appraisal

Answer: Improve Grape-vine

MCQ25: The job incumbent whose performance is been evaluated is called------

Answer: Appraise

MCQ26: ----is an appraisal method where raters is to assess job incumbents in terms of selected objectives describing job behaviours.

Answer: Forced-choice

MCQ27: An appraisal method where Traits or behaviours are rated by attaching certain numerical values is called.

Answer: Graphic Rating

MCQ28: In ----- Performance is principally measured against results as derived from

well-defined work objectives.

Answer: Management By Objective

MCQ29: One of these is NOT an appraisal pitfall

Answer: Imminent effect

MCQ30: Organisational----is a radical transformation in the functioning of the

organisational processes.

Answer: change

MCQ31: Individual resistance to change may be as a result of the following EXCEPT

one:

Answer: Spouse denial

MCQ32: ----- can be defined as an enduring organisation of motivational, emotional, perceptual and cognitive processes with respect to some aspect of the environment.

Answer: Attitude

MCQ33: One of these is NOT a components of attitude

Answer: Affirmative

MCQ34: Engineering Psychology or Human Factor Engineering is another name for the

sub-field of psychology called.

Answer: Ergonomics

MCQ35: One of these is not a Negotiation type according to Eze (2004)

Answer: Adhoc

MCQ36: One of these is NOT an external method of resolving conflicts

Answer: Reconciliation

MCQ37: A -----is ones particular area of work within a series of jobs.

Answer: Career

MCQ38: ----- is a dynamic construct implying gradual growth, or increase or

advancement.

Answer: Development

MCQ39: ----is a lose-lose situation in which disputants are both physically and emotionally detached not from the problem but from the processes that will lead

to resolution.

Answer: Avoiding strategy

MCQ40: The acronym ADR in Dispute Resolution means

Answer: Alternative Dispute Resolution

MCQ41: ----- entails putting elements tasks, duties, responsibilities etc together for the job incumbent to be able to meet the goals and objectives entailed on the job

position.

Answer: Job designs

MCQ42: Organisations now have formal ADR policies using various combination of

techniques such as all EXCEPT one

Answer: Ombudswoman

MCQ43: According to Kurt Lwine's Model, one of these is NOT a model for proper

management of an effective change process.

Answer: Stagnant stage

MCQ44: ----- is NOT a type of change

Answer: Model

MCQ45: â€"-----is the ability to handle the emotions of others.

Answer: Social skill

MCQ46: The ----- applies psychological principles and theories in understanding

human behaviour in social setting.

Answer: social psychologist

MCQ47: ----- simply means the process of seeking and attracting a large pool of likely knowledge, skills, talents and experiences for consideration for appointment;

Answer: Recruitment

MCQ48: One is NOT an Internal labour market source

Answer: Walk-ins

MCQ49: ----- is used to determine the training needs of specific populations of

workers.

Answer: Demographic analysis

MCQ50: ----- attempts to identify the content of training, that is what an employee

must do in order to perform competently.Â

Answer: Operational Analysis