

Sample Paper
Industrial & Organizational Psychology
UAPS503 – Paper VI
Semester V

1. _____ are considered as the subject matter experts.
 - A. Incumbents and supervisors
 - B. Supervisors and job analysts
 - C. Job analysts and supervisors
 - D. Interns and job analysts
2. Position Analysis Questionnaire consists of _____.
 - A. 179 items
 - B. 169 items
 - C. 189 items
 - D. 159 items
3. The concept of essential functions is important in deciding whether to:
 - A. Hire a person with a disability
 - B. Hire a person based on caste
 - C. Hire a person based on gender
 - D. Hire a person based on race
4. Contamination arises from _____ in the criterion.
 - A. Reliability and fairness
 - B. Fairness and justice
 - C. Bias and unreliability
 - D. Justice and reliability
5. Counting the number of sales made by a sales executive refers to:
 - A. Criterion relevance
 - B. Theoretical criterion
 - C. Criterion deficiency
 - D. Actual criterion
6. True halo means that:
 - A. An employee performs at the same level on all dimensions
 - B. Employees perform at the same level on all dimensions
 - C. An employee performs differently on all dimensions
 - D. Employees perform differently on all dimensions
7. A _____ can be administered to several people at once.
 - A. Individual test
 - B. Group test
 - C. Verbal test
 - D. Performance test
8. _____ is an example of closed ended test.
 - A. Subjective test
 - B. Essay test
 - C. Give reasons
 - D. Multiple choice exam

9. In _____ the assessee is given a problem and is asked to come up with a solution, by producing a report.
- A. In basket exercise
 - B. Leaderless group
 - C. Role play exercise
 - D. Problem solving simulation
10. Transfer of training is affected by _____
- A. Trainee characteristics, work environment, training design
 - B. Trainer characteristics, training environment, training evaluation
 - C. Trainee characteristics, training environment, training design
 - D. Trainer characteristics, work environment, training design
11. In _____ sessions are long in duration and take place over a relatively short period of time.
- A. Part training
 - B. Whole training
 - C. Massed training
 - D. Spaced training
12. _____ is a self-paced training which does not use an instructor.
- A. Auto instruction
 - B. Audio instruction
 - C. Modelling
 - D. Simulations
