UJIAN PERTENGAHAN SEMESTER

SESJI 2010/2011

(MID- SEMESTER TEST 2010/2011 SESSION)

KOD KURSUS : UHS 2062
(COURSE CODE)

NAMA KURSUS : PENGENALAN KEPADA PSIKOLOGI INDUSTRI DAN ORGANISASI
(COURSE)
(INTRODUCTION TO INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY)

PROGRAM : SARJANA MUDA
(PROGRAMME)
(BACHELOR DEGREE)

MASA : 
(DURATION)

TARIKH : 26th JUNE 2011
(DATE)

MARKAH : 20 (MENYUMBANG 20% KEPADA MARKAH KESELURUHAN)
(MARKS) 20 (CONTRIBUTING 20% TO OVERALL MARKS)

ARAHAN KEPADA CALON:
(INSTRUCTION TO CANDIDATES)

JAWAB SEMUA SOALAN (ANSWER ALL QUESTIONS)

KERTAS PEPERIKSAAN INI TERDIRI DARIPADA _4_ MUKA SURAT (TERMASUK MUKA SURAT INI)
SECTION A (OBJECTIVE)

1. Industrial and Organisational Psychology is a branch of psychology that _____ in the workplace.
   a. treats psychological disorders  
   b. applies the principles of psychology  
   c. provides therapy to employees  
   d. all of these equally define I/O psychology

2. If researchers have trouble forming a hypothesis, they:
   a. can't conduct their study  
   b. wait until more research is available  
   c. conduct an exploratory study  
   d. guess about the outcome of a study

3. Changes in employee behavior that result from an employee being studied or receiving increased attention from managers is called the:
   a. Hawthorne effect  
   b. Premack principle  
   c. Pygmalion effect  
   d. Peter principle

4. Knowledge, skill, ability, and personality are types of:
   a. competencies  
   b. job factors  
   c. job functions  
   d. compensable factors
5. Andre is completing a questionnaire containing 400 items covering five major categories:
   tools and equipment, perceptual and physical requirements, mathematical requirements, communication requirements, and decision making and responsibility. Andre is using the:
   a. Job Components Inventory   b. Position Analysis Questionnaire
   c. Critical Incident Technique   d. Threshold Traits Analysis

6. Generating examples of good and bad performance, and categorizing these examples based on their similarities and differences with other examples, best defines which job analysis method?
   a. Task analysis   b. Critical incident technique
   c. Job-element approach   d. Ammerman technique

7. Realistic job previews involve telling potential applicants the ____ a job with an objective of increasing _____.
   a. positive aspects of / applications   b. positive aspects of / referrals
   c. truth about / performance   d. truth about / tenure

8. Perhaps the best way to ensure that interviewers base their decisions on relevant information is to:
   a. use trained professionals   b. hold them accountable for bad decisions
   c. use the structured interview   d. interview in teams of three or more
SECTION B (ESSAY)

Please answer the questions using the format below:

- Introduction (0.5 mark)
- Definition/s (0.5 to 1.0 mark)
- Contents (what the question wants you to answer) (2 to 2.5 marks)
- Conclusion (0.5 mark)

1) State five (5) reasons why the field of Industrial and Organisational Psychology is important in Malaysia.

(4 marks)

2) Name one (1) diversity at the work place. Explain four (4) ways how you can utilize this diversity (which you have chosen) to the benefit of the organization.

(4 marks)

3) (i) Explain the importance of needs analysis before doing a training

(ii) Name a training that you want to do. Choose one (1) method of person analysis for this training and explain why you think this method is the best.

(4 marks)

4) Assuming that you are applying for a job.

Name the job and write the resume for the job.

Note: Since there are many ways of writing a resume, please specify which style you are adopting.

(4 marks)