INDUSTRIAL / ORGANIZATIONAL PSYCHOLOGY (BPCE 146)
Tutor Marked Assignments (TMA)

Course Code: BPCE 146
Assignment Code: Asst /TMA /2026-27
Total Marks: 100

NOTE: All questions are compulsory.

ASSIGNMENT ONE

Answer the following descriptive category questions in about 500 words each. Each question carries 20 marks. 2 x 20 = 40

1. Discuss the major fields of I/O psychology. Describe the contemporary issues and challenges. (12+8)

2. Discuss the characteristics, antecedents and outcomes of job satisfaction. Explain the concept of organizational commitment and organizational citizenship behavior. (10+ 10)

ASSIGNMENT TWO

Answer the following middle category questions in about 250 words each. Each question carries 10 marks. 3 x 10 = 30

3. Discuss any two content theories of motivation.
4. Describe the functions of communication and its barriers.
5. Discuss the situational theories of leadership.

ASSIGNMENT THREE

Answer the following short category questions in about 100 words each. Each question carries 6 marks. 5 x 6 = 30

6. Relaxation techniques.
7. Psychological capital.
8. How organizational culture develops?
9. Managing change.
10. Human processes intervention.

1. Discuss the major fields of I/O psychology. Describe the contemporary issues and challenges. (12+8)

Answer

Industrial/organizational (I/O) psychology is the scientific study of people at work. It uses psychological research to understand how employees think, feel and behave and to improve both organizational effectiveness and human well-being. The industrial side traditionally focuses on matching people with jobs and measuring performance; the organizational side examines motivation, leadership, teams and work environments. Today these areas overlap because a productive workplace also needs fairness, safety and meaningful employment.

Personnel psychology and human resource decisions

Personnel psychology deals with job analysis, recruitment, selection, placement and performance assessment. A job analysis identifies duties, required knowledge and working conditions before an organization chooses selection tests or interview criteria. Psychologists develop reliable and valid assessment methods, identify work-related competencies and reduce unfair selection practices. They also design performance appraisal systems that give useful feedback rather than relying only on supervisors' impressions. For example, a structured interview with the same job-related questions for every candidate is generally easier to evaluate fairly than an informal conversation.

Training, learning and career development

An organization must help its employees acquire and update skills. I/O psychologists assess training needs, specify learning objectives, select suitable methods and evaluate whether the training improves actual work performance. They also study orientation of new recruits, professional development, career counselling, mentoring and succession planning. Training evaluation considers more than whether participants enjoyed a workshop: it asks whether they learned, changed their behaviour and contributed to better results. Continuous skill development is particularly important when technologies and job requirements change.