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P. P. Code - 641064

ANSWER KEY TO SET II FHS – ATKT MARCH 2019 EXAMINATION.

Q1. A) State whether the following statements are true or false (Any eight)

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True statements: i, ii, iv, v, vii, viii, ix, x

False statements: iii, vi

B) Match the following (Any Seven)

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- 1-c
- 2-a
- 3-e
- 4-h
- 5-i
- 6-g
- 7-d
- 8-j
- 9-f
- 10-b

Q.2.

A. factors that influence the prenatal environment are

1. Prenatal Nourishment
2. Drug Intake
3. Mother's Health
4. Medical X-rays
5. Mother's Age
6. Environmental Hazards

POSTNATAL ENVIRONMENT

1. Social Environment
2. Social Environment
2. Physical Environment
3. Cultural Environment

Q.2.

b. Perception is the organization, identification, and interpretation of sensory information in order to represent and understand the environment. (to be explained in detail)

c) "Personality refers to individuals' characteristic patterns of thought, emotion, and behavior, together with the psychological mechanisms -- hidden or not -- behind those patterns.

Big Five Dimensions of Personality

- Extraversion
- Agreeableness
- Conscientiousness
- Neuroticism
- Openness

D. Classical conditioning is based on the premise that a physical event – termed as a stimulus-that initially does not elicit a particular response gradually acquires the capacity to elicit that response as a result of repeated

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pairing with a stimulus that can elicit a reaction. Classical conditioning became the subject of careful study in the early 20th century, when Ivan Pavlov, a Nobel prize winning psychologist from Russia, identified it as an important behavioral process. (to be explained in detail)

Q.3.

A) work group: A collection of two or more people with a stable pattern of relationship between them, who share common goals and who perceives themselves as being a group.

REASONS OF PEOPLE JOINING GROUPS

- Proximity, Interaction and Influence
- Security
- Proximity, Interaction and Influence
- Security
- Esteem
- Power

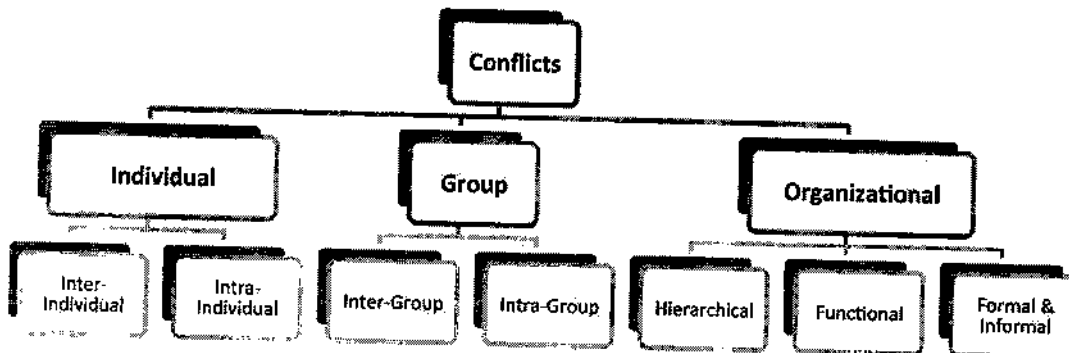
Q.3.b

Conflict Resolution Style

1. Competitive (dominance)
2. Collaborative (win-win)
3. Compromising (lose-lose)
4. Accommodating (smoothing)
5. Avoiding (withdrawal)

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Q.3.c



Q.3.d

Difference between Work Groups and Work Teams

Although the teams and groups are often used interchangeably, they do not mean the same.

- A work group is a collection of two or more people who interact with one another in such a way that the other influences each person. These individuals need not have a common goal
- The members of a group do not produce a synergy that would result in an overall consolidated performance greater than sum of individual performances. On the other hand the members of a team are committed to a common objective and work together to produce a synergy whose outcome is greater than the sum of individual contribution.
- In other words, a team is a group that has a common goal. A group is "a group that interacts primarily to share information and to make decisions to help each member perform within his or her area of responsibility." While a team is "a group whose individual efforts result in a performance that is greater than the sum of those individual inputs."

Q.4. a. note on organization culture:

Meaning combined with either characteristics or types can be written here.

Q.4.b

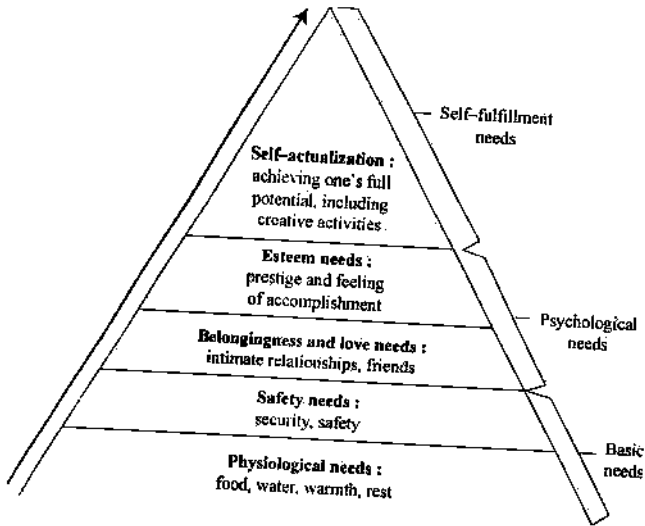
The Carrot and Stick Approach to Motivation

The 'stick' or fear is a good motivator and when used at the correct times can be very helpful. In that context, fear has always been the 'convenient' choice of many managers and organizations. When all else fails, the stick approach is somehow most attractive as it usually produces instantaneous compliance and hence immediate results. On the other hand, people contribute or become more productive because they are offered incentives i.e. the carrot approach. The major advantage with this is that it can work very well as long as the incentive is attractive enough. (TO BE EXPLAINED IN DETAIL)

Q.4. c

Critically explain Need Hierarchy theory of Maslow.

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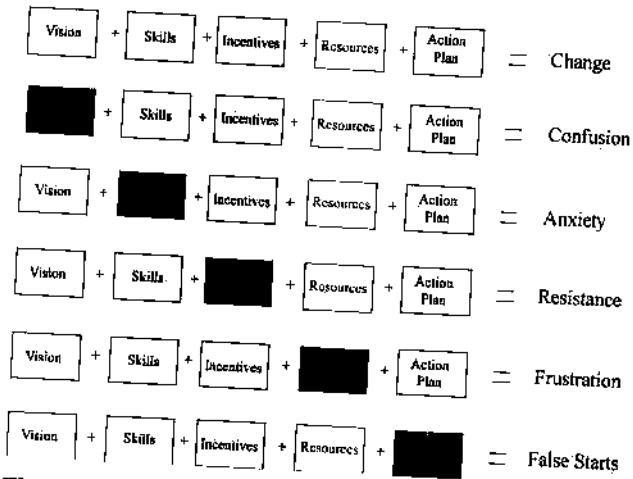


(to be explained in details with criticisms)

Q.5.a creative problem solving:

- Brainstorming
- Ensuring employee participation in decision making process
- Creating climate of mutual respect & acceptance
- Organisational support to creative ideas
- Metaphoric thinking

5.b.



Elements necessary to bring change in organization. Each point to be elaborated.

C) Write short notes on: (Any three)

i. Learning

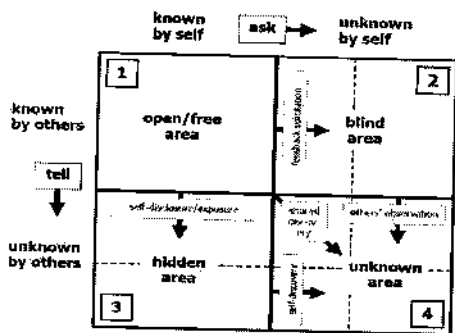
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meaning & characteristics can be mentioned here with relevant examples

ii. Johari Window

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Johari Window model



iii. Stress Management

meaning combined with consequences can be mentioned here

iv. Ways of reading emotions

- Analyzing Emotion in Others :
- Interpreting Facial Expressions
- Look for nonverbal cues
- Notice the body movement and posture

v. Attitude

meaning with components or functions of attitude can be mentioned.
