

Reg. No. :

Name :

Third Semester M.Sc. Degree Examination, February 2024.

Counselling Psychology

CP 534 – COUNSELLING IN ORGANIZATIONAL SETTING

(2022 Admission)

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any two** questions. **Each** question carries **15** marks.

1. How can organizational counselling be conducted in individual and group settings and what are the implications of self regulation career planning and ergonomics?
2. Why Psychological testing is used in Organizational selection? List out any five reasons and justify its significance?
3. What is counter productive behaviour and how can a Psychologist support to manage them?
4. How can an organizational Psychologist support an employee in different stage roles in an organization?

(2 × 15 = 30 Marks)

PART – B

Answer **any five** questions. **Each** question carries **5** marks.

5. Evaluate the significance of consultation process on the basis of any two models.
6. Differentiate among counselling, mentioning, coaching and training.

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7. How can an organizational Psychologist implement 'Prohibition of Sexual Harassment (POSH) at work place?
8. Many Small Scale Industries in Kerala faced closure due to employee absenteeism. Critically evaluate the scenario.
9. Why Psychologist work for stress management, not stress eradication?
10. Explain how group development can be contributory to organizational Effectiveness.
11. Explain how each type of conflict in an organization is crucial for a Psychologist?
12. Describe the leadership qualities needed for a Psychologist, with justification considering organizational set up.

(5 × 5 = 25 Marks)

PART – C

Write short notes on **any ten** questions. **Each** question carries **2** marks.

13. Cultural Diversity.
14. Performance Management.
15. Inter group conflict.
16. Abusive behaviour.
17. Career Counselling.
18. Accident prone behaviour.
19. Group dynamics.
20. Peer Counselling.
21. 360 degree feedback.
22. Advocacy skill.



23. Prevocational skill training.
24. Refresher training.
25. Well being.
26. Shadowing.

(10 × 2 = 20 Marks)

