

**Reg. No. :** .....

**Name :** .....

**Third Semester M.Sc. Degree Examination, March 2025**

**Counselling Psychology**

**CP 534 : COUNSELLING IN ORGANIZATIONAL SETTING**

**(2022 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

**PART – A**

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

1. How can you determine the need for organizational counselling in lower and middle level employees? List out and compare the methods you will .Adopt?
2. Signify the importance of psychological testing and assessment for organizational counselling.
3. Describe the types, process and skills required for consultation is the organizational setup.
4. Why on organizational psychologist should be concerned about conflict? How can we manage organizational conflict.

**(2 × 15 = 30 Marks)**

**PART – B**

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

5. Why psychological testing is controversial in nature in certain cases in organizational settings?
6. How can a psychologist facilitate social inclusion in organization?

**P.T.O.**



7. Evaluate major causes of absenteeism in industries in Kerala.
8. What is job satisfaction and how can it be enhanced?
9. How can a psychologist prepare an employee for retirement?
10. Stress is not always detrimental. Elucidate positive effect of stress in an organization.
11. Bring an outline for the training of women employees in the middle level of their career.
12. After a training for managers, how can a psychologist scientifically modify the package?

**(5 × 5 = 25 Marks)**

### PART – C

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

13. Ergonomics.
14. Time management.
15. Aptitude.
16. Focused interview.
17. Ageism.
18. Open door policy.
19. Change management.
20. Employee assistance program.
21. Efficiency and effectiveness.



- 22. Procrastination.
- 23. Adjustment behaviour.
- 24. Intra group conflict.
- 25. Negotiation.
- 26. POSH- Prohibition of Sexual Harassment at Workplace.

**(10 × 2 = 20 Marks)**

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