



Reg. No. :

Name :

Third Semester M.Sc. Degree Examination, February 2015
Branch : Counselling Psychology
CP 233 : COUNSELLING IN ORGANIZATIONAL SETTINGS

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer **any two** questions. **Each** question carries **15** marks. **(15×2=30 Marks)**

1. Critically analyse the scope for Vocational Counselling.
2. Explain key dimensions of organizational socialization dimensions and stages of its development.
3. Suggest various measures to manage work force diversity in a globalized era of management.
4. Explain the nature of intergroup conflict and the ways to reduce it.

SECTION – B

Answer **any five** questions. **Each** question carries **5** marks. **(5×5=25 Marks)**

5. Outline the role of the work place counsellor.
6. Compare and contrast work place counselling and mentoring.
7. Explain the steps involved in counselling employee with family problem.
8. Describe the different types of leadership styles.
9. Explain intergroup conflicts and its major outcomes.



10. Explain the major advantages of counselling for enhancement of individual performance.
11. What are the ways to handling perfectionist behaviours at work place ?
12. Narrate the stages of group development.

SECTION – C

Write notes on **10** of the following. **Each** question carries **2** marks. **(10×2=20 Marks)**

13. Coaching
14. Employee absenteeism
15. Sensitivity Training
16. Career planning
17. Accident prone employee
18. Pre-retirement counselling
19. Performance analysis
20. Psychological well being
21. Feedback and Feed forward
22. Counter-transference in counselling work place
23. Mentoring
24. Off the Job Training.



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Reg. No. :

Name :

**Third Semester M.Sc. Counselling Psychology Degree
Examination, February 2019
CP – 233 : COUNSELLING IN ORGANIZATIONAL SETTINGS
(2013 Admn. Onwards)**

Time : 3 Hours

Max. Marks : 75

SECTION – A

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

1. Briefly narrate the historical development of organisational psychology. How counselling is useful for achieving organisational efficiency ?
2. Give a brief account of the relevance of counselling in developing productive behaviours and inhibiting the counter productive behaviours in organizations with supportive evidences.
3. Discuss the role of groups in achieving organisational objectives. Explain how counselling strategies are effective in management of intergroup conflicts ?
4. Explain the impact of counselling in career planning and development. Discuss the factors affecting adjustment on the job. **(2×15=30 Marks)**

SECTION – B

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

5. Discuss the factor affecting counselling in organisations.
6. Describe the role and responsibilities of counsellors in organisations.
7. Write a note on the causes and remedies of accident proneness.
8. Examine the stages in the formation of groups.



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9. Explain the dimensions of organisational socialisation.
10. Explain the processes in counselling of alcoholics.
11. Describe the importance of leadership in organisations.
12. Explain the techniques used in the management of occupational stress.
(5×5=25 Marks)

SECTION – C

Answer **any ten** of the following. **Each** question carries **2** marks.

13. Absenteeism.
14. Mentoring.
15. Job satisfaction.
16. Drug addiction.
17. Maladjusted employees.
18. Counselling skills.
19. Stages of group formation.
20. Feedback.
21. Lay-off.
22. Retirement counselling.
23. Time management.
24. Procrastination.
(10×2=20 Marks)





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Reg. No. :

Name :

Third Semester M.Sc. Degree Examination, January 2018
Branch : Counselling Psychology
CP 233 : COUNSELLING IN ORGANIZATIONAL SETTINGS

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer **any two** questions. **Each** question carries **15** marks. **(2×15=30 Marks)**

1. Define organizational psychology and trace the historical influence of organizational psychology.
2. Explain special groups in organizational counselling and briefly explain the counselling process involved.
3. Define leadership and its types and elaborate the theories of leadership.
4. Explain the ways to manage counter productive behaviour and stress.

SECTION – B

Answer **any five** questions. **Each** question carries **5** marks. **(5×5=25 Marks)**

5. Outline the characteristics of group dynamics.
6. Describe the determinants of job satisfaction.
7. Explain the stress management program.
8. Explain the impact of groups on individuals.
9. What are the ways to enhance wellbeing and self-regulation in work place ?
10. Describe the stages of organizational socialization.
11. What does career planning and development mean ?
12. Explain the procedure for organizational counselling for maladaptive and indisciplined employees.

P.T.O.



SECTION - C

Write notes on 10 of the following. Each question carries 2 marks. (10x2=20 Marks)

13. On-the-job training.
 14. Induction process.
 15. Employee turnover
 16. Transformational leadership.
 17. Time management
 18. Groupthink
 19. Conflict Management Strategies
 20. Goal setting
 21. Eustress
 22. Vocational counselling
 23. Lay off
 24. Procrastination.
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Reg. No. :

Name :

Third Semester M.Sc. Degree Examination, January 2017

Branch : COUNSELLING PSYCHOLOGY

CP 233 : Counselling in Organizational Settings

Time : 3 Hours

Max. Marks : 75

SECTION – A

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

1. Elucidate any two methods of stress management which can be implemented in workplace counselling.
2. Conflicts leads to revolutions – How can you consider conflicts from a democratic and positive perspective ? Elucidate.
3. Explain any technique of cognitive behaviour approach for managing counter productive behaviour.
4. Explain what are the basic resources and requirements needed for a work place counsellor. **(2×15=30 Marks)**

SECTION – B

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

5. How work place counselling is different from mentoring ?
6. Why family problems of employees have to be addressed in organizational counselling ?
7. Compare and contrast different models of leadership.
8. How feedbacks and evaluations can be used for enhancement of performance ?
9. Why employees are in need of promotion counselling ?

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10. What are the major components of job satisfaction ?
11. Do you think, after entering into a government organization, the career path of an employee is fixed ? Critically examine the significance of career planning here.
12. After retirement, an employee leaves the organization, then what is the need for preretirement counselling. **(5×5=25 Marks)**

SECTION - C

Write short notes on **any ten** of the following. **Each** question carries **2** marks.

13. Absenteeism
14. Type A behaviour
15. Group norms
16. Performance appraisal
17. Well-being
18. Employee turnover
19. Democratic leader
20. Win lose strategy
21. Collective bargaining
22. Lay off
23. Occupational stress
24. Guidance. **(10×2=20 Marks)**



Reg. No. :

Name :

Third Semester M.Sc. Degree Examination, January 2016
Branch: COUNSELLING PSYCHOLOGY
CP 233 : Counselling in Organizational Settings

Time : 3 Hours

Max. Marks : 75

SECTION – A

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

1. Elucidate the need and significance of vocational counselling, with special reference to employees in Medical Settings.
2. Elucidate how will you design counselling for an indisciplined employee. Justify, why don't you suggest a disciplinary action against him or her.
3. Interventions in alcoholism or drug addiction in organizational setting need individual attention and specific skills. Why ?
4. Compare ad contrast socialization of employees during induction training and in service training. **(2×15=30 Marks)**

SECTION – B

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

5. What are the benefits of having a mentor ?
6. Conflicts can be considered as natural positive in organizational settings. Why ?
7. How a successful group is different from an effective group ?
8. Handling procrastination needs specific leadership skills. Why ?
9. What are the stages of group formation ? Explain with example.
10. What are the major techniques for time management training ?



11. Do you think feedbacks will contribute for professional enhancement in Kerala organizations ? Why ?

12. Differentiate between authoritarian and authoritative leadership styles.

(5×5=25 Marks)

SECTION – C

Write short notes on **any ten** of the following. **Each** question carries **2** marks.

13. Accident prone behaviour

14. Perfectionism

15. Targets

16. Feedback

17. Self Regulation

18. Win Win strategy

19. Lock out

20. Professional role

21. Career counselling

22. Visualization

23. Prioritizing

24. Client.

(10×2=20 Marks)