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Submission date: 26-Oct-2021 06:27PM (UTC-0500)

Submission ID: 1685063131

File name: Study_Guide.docx (27.48K)

Word count: 1309

Character count: 6728

Study Guide

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1. What does Psychology mean?
 - a. It is the study of interaction among people and how the interaction influences their lives.
 - b. It is the study people's mental processes and how they behave
 - c. It is scientific study of culture in relation to
2. In which year did psychology start?
 - a. 1765
 - b. 1874
 - c. 1879
3. Define I/O Psychology and Organizational behavior.
 - a. It is the scientific study of people's cognition, how they behave, and their effects on an organization.
 - b. It is the scientific study how managers run organizations.
 - c. It is the study of how the employees in an organization affect the modes of operations.
4. Which of the following definitions of I/O Psychology and Organizational behavior is based on scientist-practitioner model?
 - a. It is the study of the factors that influence the output of work.
 - b. It is the use of psychological theory, principles, and research in the workplace
 - c. It is the scientific study of people's cognition, how they behave, and their effects on an organization.
5. The following are examples of Personal identities EXCEPT
 - a. Group role
 - b. Introductions
 - c. Elevator speech

6. Which of the following best defines Theory Y management approach?
 - a. This is where the management subject their employees to work, regardless of whether it is in-person or remote.
 - b. Satisfaction of employees needs and promotion of their welfare increases their productivity.
 - c. The employees work under strict adherence of the laid down guidelines by the administration.
7. Which of the following is not a type of identities?
 - a. Influential identities
 - b. Organizational identities
 - c. Personal identities
8. Which of the following definitions correctly describe a theory?
 - a. It is a collection statements that are used for predicting, describing, and explaining behaviors.
 - b. It is a verified statement that describes a particular phenomenon.
 - c. It is a scientific method of verifying information by gathering data from different fields.
9. Science has three goals. Which of the following is not a goal of science?
 - a. Description
 - b. Verification
 - c. Explanation
10. Which of the following is the best definition of hypothesis?
 - a. This is an explicit disconfirmable, and testable statement of the aspect that we wish to study, or the theory that requires testing.

- b. It is an observation made during the test of hypothesis.
 - c. These are figures obtained during the collection of data, and are used to gather information concerning a given phenomenon.
11. Two of the following are examples of social identities. Which one is not?
- a. Religions
 - b. Clubs
 - c. Bio
12. Gardener defined bad work as people resigning to their fate and continuing to do the work but not performing a good one instead of quitting. Which of the following is true about this claim?
- a. True
 - b. False
 - c. None of the above
13. The following are two of the three areas of study under I/O Psychology. Which one is not?
- a. Personnel psychology
 - b. Organizational psychology
 - c. Research psychology
14. The following are fields that are integrated by human engineering. Which one is not?
- a. Ergonomics
 - b. Sociology
 - c. Cognitive science
15. The following are characteristics of organizational psychology. Which one is not?
- a. It focuses more on how people react

- b. It deals with such topics as fairness, leadership, stress, and attitudes
 - c. It is more direct than personnel psychology for consequences to work
16. The following are areas that I/O Psychologists concentrate with in Quality of life except
- a. Reduction of stress while at work
 - b. Determination of factors that enhance job satisfaction
 - c. Analyzing the structure of organization
17. The following professors are involved in I/O psychology except
- a. Associate professor of guidance and counselling
 - b. Assistant professor of industrial relations
 - c. Full professor of Human Resources
18. Which one is not true about I/O Psychology?
- a. It is concerned about the external things that may affect the employees such as family and culture
 - b. It studies how the employers promote employees welfare
 - c. It studies the effect of work life on home life
19. Which of the following is not a dimension of measuring and studying the green behaviors of an employee?
- a. Promotions and other benefits
 - b. Taking initiative
 - c. Transforming others
20. SIOP is an acronym for Society for Industrial and Organizational Psychology
- a. True
 - b. False

- c. None of the above
21. Which of the following is not true about young workers?
- a. They provide opportunity of using and developing their skills
 - b. Lack of interests for work may result from lack of opportunities of using the existing skills.
 - c. Young workers produce low quality commodities because of their lack of skills.
22. Which of the following is an area that I/O Psychologists concentrate with in selection and placement?
- a. Developing tests
 - b. Analyzing the content of the job
 - c. Career planning
23. The following are areas that I/O Psychologists concentrate with in training and development except
- a. Career planning
 - b. Evaluation of training success
 - c. Validating tests
24. Which of the following is not an area that I/O Psychologists concentrate with on organizational development?
- a. Developing the procedures of performance
 - b. Facilitating the change of organization
 - c. Analyzing the structure of organization
25. The following are the jobs titles associated with I/O Psychology except
- a. Training manager

- b. Teacher
 - c. Human resource vice president
26. Which of the following years marked the foundation of first lab for I/O Psychology?
- a. 1856
 - b. 1866
 - c. 1876
27. Which of the following psychologists rejected the application of psychology in work but realized the potential in the 20th century?
- a. Cattell
 - b. Munsterberg
 - c. Walter Dillt Scott
28. Which among the following was the first psychologist to realize that the individual differences were crucial in predicting people's behaviors?
- a. Wilhelm Wundt
 - b. Munsterberg
 - c. Cattell
29. Who was the first psychologist to be awarded an industrial psychology PhD in Brown University?
- a. Bruce Moore
 - b. Lillian Gilbreth
 - c. Frederick W. Taylor
30. Which psychologist did the Coca-Cola company plead with to convince the government that caffeine was a harmless recipe?

- a. Harry Hollingworth
 - b. Lillian Gilbreth
 - c. Frederick W. Taylor
31. Which theorist was responsible for the center of assessment in the Office Strategic Services?
- a. Henry Murray
 - b. Harry Hollingworth
 - c. Frederick W. Taylor
32. During the 1960s there was a change in the mode of thinking between the classic and modern. It was characterized by two of the following except;
- a. Peoples interests were key determinants of success at workplace
 - b. Industrial psychology transformed to I/O Psychology
 - c. Clarified that broader influences affected people in the workplace
33. In which year was the American Psychological Association (APA) founded?
- a. 1986
 - b. 1892
 - c. 2008
34. Two of the following are events that led to the shift of the interests of I/O Psychologists except
- a. Advising students about academic test
 - b. Casual debate with a dish washer
 - c. A discussion on how to profession's rate of growth
35. Which of the following labels is correctly matched with its country?
- a. UK- Work psychologists

- b. US- industrial psychologists
 - c. Germany- Organizational and work psychologists.
36. Two of the following show the challenges that the I/O Psychology should come across to the society, workers, and employers except
- a. Relevance
 - b. Usefulness
 - c. Ambition
37. Which of the following is not a group of research according to Anderson?
- a. Relevant science
 - b. Hopeless science
 - c. Pragmatic science
38. Which of the following is not a requirement for admitting students for graduate studies?
- a. Stats is a special requirement
 - b. Recommendation letters
 - c. Be 25 years and above
39. Which year marked the publishing of the DOT?
- a. 1919
 - b. 1939
 - c. 1929
40. Between which period were the psychologists from United States engaged in World War II?
- a. 1941-1945
 - b. 1939-1940
 - c. 1940-1944

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