

PGDM, 2019-21
Personal and Managerial Effectiveness
DM-523
Trimester – V, End-Term Examination: December 2020

Time allowed: 2 Hrs 30 Min
 Max Marks: 50

Roll No: _____

Instruction: Students are required to write Roll No. on every page of the question paper; writing anything except the Roll No. will be treated as **Unfair Means**. All other instructions on the reverse of Admit Card should be followed meticulously.

Sections	No. of Questions to attempt	Marks	Total Marks
A	3 long answer questions with internal choices and CILO covered Note: Attempt either (a) or (b) from each question in this section.	3*10	30
B	Compulsory Case Study (Questions 4, 5 and 6)	20	20
			50

SECTION A

1(a) (i) Questionnaires for personality assessment are especially subject to the possibility of deliberate misrepresentation. In this light, explain how faking and social desirability may be minimized. **(5 marks)** (CILO1)

(ii) A scale to measure Reasoning Ability was administered on college students and three months later they were tested on the same scale again. Their scores are given below. Estimate the reliability of the scale. **(5 marks)** (CILO1)

Students	1	2	3	4	5	6	7	8	9	10
Test Score 1	18	18	16	15	14	13	12	11	10	09
Test Score 2	17	19	16	16	14	12	14	16	15	12

OR

1(b) (i) Differentiate between Content Validity and Concurrent Validity. **(5 marks)** (CILO1)

Please Turn Over

Roll No: _____

- (ii) A scale to measure Mathematical Ability was administered on high school students and three months later they were tested on the same scale again. Their scores are given below. Estimate the reliability of the scale. **(5 marks)** (CILO1)

Students	1	2	3	4	5	6	7	8	9	10
Test Score 1	18	18	16	15	14	13	12	11	10	09
Test Score 2	19	17	15	16	15	13	14	15	16	13

- 2(a) (i) What are the various errors caused due to test administration? How can they be minimized? **(5 marks)** (CILO1)
- (ii) The more recently developed/revised interest inventories have incorporated certain major changes. Explain these changes. **(5 marks)** (CILO1)

OR

- 2(b) (i) Explain how the Pictorial techniques of personality assessment are different from the Performance techniques. **(5 marks)** (CILO1)
- (ii) The selection of effective leaders poses a significant challenge in the field of personnel decisions. Discuss. **(5 marks)** (CILO1)
- 3(a) (i) Psychological tests are used for a wide variety of purposes and their areas of application are continually expanding. Elaborate on the use of psychological tests in the educational and occupational contexts. **(5 marks)** (CILO3)
- (ii) What could be some additional uses in both the contexts in the present pandemic situation? **(5 marks)** (CILO3)

OR

- 3(b) (i) How can the Personal and Managerial Effectiveness of an individual be increased using the LOCO Inventory? **(3 marks)** (CILO3)
- (ii) What would be your recommendation to someone who scores very high on E-O? **(2 marks)** (CILO3)
- (iii) A question arising in connection with personality tests is that of invasion of privacy. Explain this concern and ways to deal with this important issue. **(5 marks)** (CILO3)

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SECTION B

4. Two individuals have the following scores on the FIRO-B.

Person A

	I	C	A
E	3	8	1
W	6	7	5

Person B

	I	C	A
E	8	8	6
W	3	4	2

- (i) What is Person B like?
(ii) How will it work if A is B's boss? **(5 marks)** (CILO2)
5. Rakesh took the 16 PF test and got high scores on Warmth and Liveliness and low scores on Rule Consciousness and Self-reliance. What kind of a person is Rakesh? How would you rate him on Self Esteem? **(5 marks)** (CILO2)
6. Smita is 25 years old. She belongs to a middle class nuclear family and has two elder brothers. She has done her graduation from a Tier II city in Commerce stream. After that she is pursuing PGDM (HR) course from a good college. She spends her free time at home reading, painting, singing and chatting with her friends. She also loves to travel to various places and explore them with her friends. She has participated in many extra-curricular activities and has won many prizes. Her MBTI profile was found to be ENFJ. Based on this background information and her test score, prepare a report on your administering MBTI on Smita on the basis of the following guidelines:
- (a) Aim:
- (b) Administration:
- Precautions -
 - Rapport Formation -
 - Method -
 - Scores and Analysis -
- (c) Interpretation and Discussion: **(10 marks)** (CILO2)

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