

PGDM (2013-15)
Psychological Testing
Subject Code: DM-523
Trimester – V, End-Term Examination: December 2014

Time allowed: 2 hrs 30 min

Max Marks: 50

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**. In case of rough work please use answer sheet.

Section A

Answer any three questions. Each question carries five marks.

- A1. What is the significance of psychological tests in Employee Engagement and Retention?
- A2. What are Standard Scores? How are they different from Raw scores?
- A3. Differentiate between Content Validity and Predictive Validity.
- A4. Apart from studying individual cases, often psychological tests need to be administered on many people at the same point of time. In this context, share the history of group testing.
- A5. Interest Inventories assess the individual's interests in different fields of work. What are some of the latest developments in this area?

Section B

Answer any two questions. Each question carries ten marks.

- B1. (a) A scale to measure Verbal Ability was administered on 10 fifth grade students and three months later they were tested on the same scale again. Estimate the reliability of the scale.

Students	1	2	3	4	5	6	7	8	9	10
Test Score 1	20	19	18	15	14	13	12	11	10	09
Test Score 2	18	19	17	16	15	12	14	16	13	12

- (b) Describe the sources of random errors in Test construction, Administration and Scoring.
- B2. (a) In an effort to arrive at a systematic classification of Personality traits, a number of psychologists turned to Factor Analysis. With reference to the 16 PF questionnaire, explain the role of Factor Analysis in test development.
- (b) Describe any three factors of 16 PF in detail.

Turn Over

- B3. (a) What are Projective Techniques in Psychological Testing? Describe, in detail, the Thematic Apperception Test.
- (b) Describe, in detail, any other Projective Test.

Section C

All questions in this section are compulsory.

Monika is 25 years old. She belongs to a middle class family and has two elder brothers. Her family is a nuclear family. 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 Monika on the basis of the following guidelines:

- C1. (a) Aim:
- (b) Administration:
- Precautions -
 - Rapport Formation -
 - Method -
 - Scores and Analysis -
- (c) Interpretation and Discussion:

(9 marks)

- C2. Two individuals have the following scores on the FIRO-B.

Person A

	I	C	A
E	4	8	4
W	9	2	8

Person B

	I	C	A
E	9	7	6
W	7	5	8

- (a) What is Person A like?
- (b) What is Person B like?
- (c) How will it work if B is A's boss?

(6 marks)

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