

PGDM (2014-16)  
Personal and Managerial Effectiveness  
Subject Code: DM-522  
Trimester – V, End-Term Examination: December 2015

Time allowed: 2 Hrs 30 Min

Max Marks: 50

Roll No: \_\_\_\_\_

**Instruction:** Students are required to write their 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	Marks
A	3 out of 5 (Short Questions)	5 Marks each	$3 \times 5 = 15$
B	2 out of 3 (Long Questions)	10 Marks each	$2 \times 10 = 20$
C	Compulsory Case Study	15 Marks	15
		<b>Total Marks</b>	<b>50</b>

**Section A**

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

- A1. Explain the concept of locus of control with respect to its implications on personal effectiveness.
- A2. What is Item Analysis? What purpose does it serve in a test like 16 PF?
- A3. The difficulty level of items depends on the purpose of a test. Elaborate.
- A4. 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.
- A5. Attitude scales indicate the direction and intensity of the individual's attitude toward something. Name the three types of attitude scales and explain any one of them.

**Section B**

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

- B1. (a) What do we mean by 'Reliability of a Psychological Test'? Explain the different types of reliability that a psychological test can have.

(b) A scale to measure Mathematical Aptitude was administered on 10 ninth 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	18	17	15	14	14	13	12	11	10
Test Score 2	18	13	19	16	12	13	14	17	17	13

- B2. Errors refer to the inconsistent and inaccurate effects caused by the variable factors which are unrelated to the objective of a test. What are the various sources of errors that can affect scores on psychological tests and how can they be minimized?
- B3. (a) Self-report inventories are especially subject to the possibility of deliberate misrepresentation. In this light, explain the impact of response sets and response styles.
- (b) Explain the advantages and disadvantages of using the Forced-choice technique for personality assessment.

### Section C

**All questions in this section are compulsory.**

Anita is 24 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 (Finance) course from a good college. She spends her free time at home reading, painting, singing and playing sudoku. She also loves to do yoga and meditation. Her MBTI profile was found to be INTJ.

Based on this background information and her test score, prepare a report on your administering MBTI on Anita 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)

Turn Over

Roll No: \_\_\_\_\_

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

Person A

	I	C	A
E	2	8	4
W	9	2	8

Person B

	I	C	A
E	8	7	6
W	4	4	2

- (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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