

PGDM (2016-18)  
Personal and Managerial Effectiveness  
DM-522  
Trimester – V, End-Term Examination: December 2017

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**

- A1. What is Factor Analysis? What purpose does it serve in a test like 16 PF?
- A2. Psychological tests must be properly used to be effective. Why should the use of psychological tests be controlled?
- A3. Differentiate between Content Validity and Predictive Validity.
- A4. Interest Inventories assess the individual's interests in different fields of work. What are some of the latest developments in this area?
- A5. Personality assessment also makes use of non-test techniques like naturalistic observations and interviewing. Explain each with suitable examples.

**Section B**

- B1. (a) Can all types of reliability be expressed in terms of a correlation coefficient? Give reasons to justify your answer.

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- (b) A scale to measure Emotional Intelligence was administered on 10 undergraduate students and six 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	17	16	14	13	12	10	09
Test Score 2	18	20	19	17	15	16	14	12	11	14

- B2. (a) The selection of effective leaders poses a significant challenge in the field of personnel decisions. Discuss.
- (b) What are the various errors caused due to test construction? How can they be minimized?
- B3. (a) 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.
- (b) Explain how the Picture Frustration Test is different from the Thematic Apperception Test.

### Section C

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

Ritu is 22 years old. She belongs to a middle class family and has an elder brother. Her family is a nuclear family. She has done her graduation from a small town in Economics. After that she is pursuing PGDM (Finance) course from a good college. She spends her free time at home reading, quizzing, watching movies or playing badminton with peers. She also loves listening to music from Bollywood. She has participated and won prizes in quiz competitions. Her MBTI profile was found to be INTP.

Based on this background information and her test score, prepare a report on your administering MBTI on Ritu on the basis of the following guidelines:

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- 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.

	I	C	A
E	2	6	4
W	8	7	6

	I	C	A
E	7	8	6
W	4	4	3

- (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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