

PGDM (2017-19)
Personal and Managerial Effectiveness
DM-523
Trimester – V, End-Term Examination: December 2018

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*5 = 15
B	2 out of 3 (Long Questions)	10 Marks each	2*10 = 20
C	Compulsory Case Study	15 Marks	15
		Total Marks	50

Section A

- A1. Explain any four sources of random errors, inherent in a psychological test, which can affect test scores.
- A2. Explain any four components of standardized testing conditions.
- A3. How can objective pre-hire assessments help us minimize the risk of bad hiring? Explain with examples.
- A4. Why is it important for a test to be valid? What is the role of an operational definition in ensuring the validity of a test?
- A5. The more recently developed or revised inventories reflect certain major changes in career counseling. Explain any three such changes.

Section B

- B1. (a) While computing the split half reliability of a test, explain the four methods generally used to divide the test into two parallel halves.

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- (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. Explain the type of reliability being assessed and estimate it on the basis of the scores given below.

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	19	19	16	17	11	13	14	17	14	13

- B2. (a) Split half reliability cannot be used in projective tests. Justify, giving reasons.
 (b) Explain how the Picture Frustration Test is different from the Word Association Test.
- B3. (a) What are Situational Tests? How are they used in Assessment Centres and Role Playing techniques?
 (b) Distinguish between the following:
 (i) Achievement and Aptitude Tests
 (ii) Diagnostic and Prognostic Tests
 (iii) Opinions and Attitudes

Section C

All questions in this section are compulsory.

Rakesh is 27 years old. He belongs to a middle class family and has two siblings. His family is a nuclear family. The interaction of the family with the maternal and paternal relatives is neither too high nor too low. Rakesh has done his graduation from his hometown in Science stream. After that he completed his PGDM (Finance) course from a good college. He has a work experience of more than 3 years in ITES domain. He spends his free time at home reading, watching movies or playing snooker and table-tennis with peers. He also loves listening to classical music. He loves organizing events rather than participating in them. He has also participated in extracurricular activities like debating and business idea events and enjoys related workshops. Based on this background information and his FIRO-B profile mentioned below, prepare a report on your administering FIRO-B on Rakesh on the basis of the following guidelines:

	I	C	A
E	4	7	1
W	3	2	2

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

(9 marks)

- C2. Rakesh's MBTI profile is ISTJ and his Sten score on Factor A of the 16 PF is 4. How would you relate Rakesh's FIRO-B profile to his MBTI and 16 PF profiles?

(6 marks)

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