

Ollscoil na hÉireann, Gaillimh

NATIONAL UNIVERSITY OF IRELAND, GALWAY

Third Year, BE Degree in Industrial Engineering and Information Systems

Summer Examinations 1999 - 2000

PS411 Industrial Psychology

Professor Noel Sheehy
Professor Jack E. James
Ms. Rowena O'Brien

Time allowed: Three hours

Candidates are requested to answer three of the following questions:

1. Discuss the following statement: 'Bad personnel selection is often little better than no selection at all' (Cook, 1998). Support your answer by drawing on old and new selection methods employed in contemporary work organisations.
2. Discuss the various means of assessing organisational stress. Consider the (a) individual and (b) organisational strategies for coping with that stress.
3. Consider the proposition that Janis' groupthink model adequately accounts for failures in group decision making.
4. Critically comment on the usefulness of the interview as a selection tool. Amplify with reference to specific research studies.
5. 'Evaluating the productivity of employees after they are hired is one of the most important functions of any organisation' (Smither, 1998). Discuss this statement by drawing on relevant research.