INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

CIVIL ENGINEERING

DEFINITIONS AND TERMINOLOGY QUESTION BANK
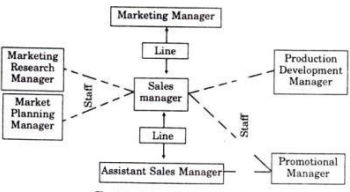
Course Name	:	INDUSTRIAL MANAGEMENT AND PSYCHOLOGY
Course Code	:	AHS016
Program	:	B.Tech
Semester	:	VIII
Branch	:	Civil Engineering
Section	:	A & B
Course Faculty	:	Mr. G.N.V Sai Teja, Assistant Professor

COURSE OBJECTIVES:

The course should enable the students to:	
I	Discuss the different Taylor's, Fayol's, Maslow's theories of management.
II	Understanding the line and staff, matrix, functional, virtual, cellular organizational structures of management.
III	Identify the functions of Human resources management and marketing strategies based on product life cycle.
IV	Outline the evolution and fields of social, educational, experimental clinical and personality psychology.

DEFINITIONS AND TERMINOLOGYQUESTION BANK

S.No	QUESTION	ANSWER	Blooms Level	CO	CLO	CLO Code
		UNIT-I				
1	Discuss the importance of management.	It helps in Achieving Group Goals - It arranges the factors of production, assembles and organizes the resources.	Understand	CO 1	CLO 1	AHS016.01
2	Write about the leader ship styles	Leadership style is the manner and approach of providing direction, implementing plans, and motivating people	Remember	CO 1	CLO 3	AHS016.03
3	Describe nature of management.	Various contributions to the field of management have changed its nature. The nature of management can be described as	Understand	CO 1	CLO 1	AHS016.01
4	Give the structure of organization.	The typically hierarchical arrangement of lines of authority, communications, rights and duties.	Remember	CO 1	CLO 2	AHS016.01
5	What is a modern organization?	A boundary less organization which are networking together and collaborating more than ever before.	Remember	CO 1	CLO 2	AHS016.01

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6	What is two factor theory	Herzberg's motivation-hygiene theory and dual-factor theory	Remember	CO 1	CLO 3	AHS016.03
7	Write a short note on Fayol's principles of management	As distinguished from the principle of unity of command	Remember	CO 1	CLO 2	AHS016.02
8	What is mean by social responsibilities of management	Ethical framework and suggests that an entity, be it an organization or individual, has an obligation to act for the benefit of society at large	Remember	CO 1	CLO 4	AHS016.01
9	Write a short note on theory Y	People can focus on the objectives they pursue through self-direction and self-control	Remember	CO 1	CLO 3	AHS016.01
10	Explain about the lower level of management.	Generally oversees the performance of employees working on line tasks in managerial positions such as foreman	Understand	CO 1	CLO 3	AHS016.01
11	Explain about the concept of theory X	Theory X – people dislike work, have little ambition, and are unwilling to take responsibility	Understand	CO 1	CLO 3	AHS016.01
12	Discuss about the centralization in an organization.	Which activities involving planning and decision-making within an organization	Understand	CO 1	CLO 3	AHS016.01
13	What are the concepts of organization	the process of identifying and grouping the work to be performed	Remember	CO 1	CLO 1	AHS016.01
14	Define management.	principles relating to the functions of planning, organizing, directing and controlling	Understand	CO 1	CLO 1	AHS016.01
15	Explain types of organization.	There are Three types of organizations:1)Functional Organization,2)Projected Organization,and3)Matrix Organization	Understand	CO 1	CLO 1	AHS016.01

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UNIT-II

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S.No	QUESTION	ANSWER	Blooms Level	CO	CLO	CLO Code
1	Define Decentralization.	Decentralization is the process by which the activities of an organization.	Understand	CO 2	CLO 5	AHS016.05
2	Describe about the committee organization.	A committee organization is an association of people set up to arrive at solutions to common problems.	Understand	CO 2	CLO 6	AHS016.05
3	Draw a diagram for line and staff organization.		Understand	CO 2	CLO 6	AHS016.07
4	What do you mean by delegation of authority?	Delegation of Authority means division of authority and powers downwards to the subordinate	Understand	CO 2	CLO 6	AHS016.09

S.No	QUESTION	ANSWER	Blooms Level	CO	CLO	CLO Code
5	Define the term authority.	The power or right to give orders, make decisions, and enforce obedience.	Understand	CO 2	CLO 6	AHS016.06
6	Types of organizations.	1)A goal in mind,2)A leader or committee making the decision,3)Action involved 4) Communication and members.	Remember	CO 2	CLO 5	AHS016.05
7	Define line organization.	Line organization is the simplest framework for the whole administrative organization. Line organization approaches the vertical flow of the relationship.	Understand	CO 2	CLO 6	AHS016.06
8	What is mean by functional organization?	A functional organization is a common type of organizational structure in which the organization is divided into smaller groups based on specialized functional areas.	Remember	CO 2	CLO 6	AHS016.06
9	Write the design of departmental organization.	Organizational structure is used to develop how groups and individuals are arranged or departmentalized to help meet an organization's goals.	Remember	CO 2	CLO 5	AHS016.05
10	Write the design structural of organization.	These are management choices that form an organizational culture Organizational structures the formal lines of authority and power.	Remember	CO 2	CLO 5	AHS016.05
11	What is mean by virtual organization?	An organization that uses computer and telecommunications technologies to extend its capabilities by working routinely with employees.	Remember	CO 2	CLO 6	AHS016.06
12	What is mean by matrix organization?	A matrix organization is defined as one in which there is dual or multiple managerial accountability and responsibility. However, the term matrix means quite.	Remember	CO 2	CLO 6	AHS016.06
13	What is mean by committee organization?	Committee can be defined as a group of organizational members who discuss and develop solutions. to problems.	Remember	CO 2	CLO 6	AHS016.06
14	Define staff organization.	Staff groups support those engaged in the central productive activity of the enterprise.	Understand	CO 2	CLO 6	AHS016.06
15	What is mean by organization structures?	The organizational structure also determines how information flows between levels within the company. For example, in a centralized structure.	Remember	CO 2	CLO 5	AHS016.05

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		UNIT-III				
1	Discuss about the performance appraisal.	A performance appraisal is a regular review of an employee's job performance and overall contribution to a company	Understand	CO 3	CLO 09	AHS016.009
2	Write about the recruitment process.	Recruitment refers to the overall process of attracting, shortlisting, selecting and appointing suitable candidates for jobs .	Remember	CO 3	CLO 09	AHS016.009
3	Write about on-Job Training.	Employee training at the place of work while he or she is doing the actual job. Usually a professional trainer	Remember	CO 3	CLO 10	AHS016.010
4	Discuss about the CMM levels.	CMM can be used to assess an organization against a scale of five process maturity levels. Each level ranks the organization according to its standardization of processes in the subject area being assessed.	Understand	CO 3	CLO 10	AHS016.010
5	Explain Separation.	The act or process of separating: the state of being separated. How to use separation in a sentence	Understand	CO 3	CLO 10	AHS016.010
6	Write about the Transfer.	Transfer Student Essays That Worked. These essays helped pave the way to admissions offers	Remember	CO 3	CLO 10	AHS016.010
7	Discuss about the development in the organization.	Organizational development is a technique used for bringing change in the entire aspect of the organization, rather than focusing attention on the individuals.	Understand	CO 3	CLO 10	AHS016.010
8	List out the on the Job Training Methods.	1) Technology-Based Learning. Common methods 2)Simulators are used to imitate real work experiences 3)On-The-Job Training 4)Coaching/Mentoring 5)Lectures 6)Group Discussions& Tutorials 7)Role Playing	Remember	CO 3	CLO 11	AHS016.011
9	Give the types of off the job training methods.	1. On-the-job Training Methods 2. Off-the-Job Training Methods	Remember	CO 3	CLO 11	AHS016.011
10	Write about four strategies of man power planning process?	They include analyzing present labour supply, fore castinglabour demand ,balancing projected labour demand with supply, and supporting organizational goals	Remember	CO 3	CLO 09	AHS016.009
11	Discuss about the staff development strategy.	Staff development refers to all the policies, practices, and procedures used to develop the knowledge, skills, and competencies of staff to improve	Understand	CO 3	CLO 10	AHS016.010

S.No	QUESTION	ANSWER	Blooms Level	CO	CLO	CLO Code
12	Write the Advantages of training and development programmers	A training program allows you to strengthen those skills that each employee needs to improve. A development program brings all employees to a higher level so they all have similar skills and knowledge	Remember	CO 3	CLO 10	AHS016.010
13	Explain what is the need for training in an organization.	A training program allows you to strengthen those skills that each employee needs to improve. A development program brings all employees to a higher level so they all have similar skills and knowledge	Understand	CO 3	CLO 10	AHS016.010
14	Write about the Training.	Training is teaching, or developing in oneself or others, any skills and knowledge that relate to specific useful competencies. Training has specific goals.	Remember	CO 3	CLO 10	AHS016.010
15	Write about the Merit Rating.	A merit rating is a score that each state assigns to employers based on their employment stability and employee turnover	Remember	CO 3	CLO 11	AHS016.011
UNIT-IV						
1	What are the basic principles of psychology?	The principles are organized into five areas of psychological functioning: cognition and learning; motivation; social and emotional dimensions; context and learning; and assessment.	Remember	CO 4	CLO 12	AHS016.012
2	What are the concepts of psychology?	Among the major goals of psychology are to describe, explain, predict, and improve human behavior.	Remember	CO 4	CLO 12	AHS016.012
3	How can I learn psychology?	Learn about contemporary psychological theories by listening to podcasts Learn academic approaches to psychology by listening to lectures.	Remember	CO 4	CLO 12	AHS016.012
4	What are the 4 goals of psychology?	The four main goals of psychology are to describe, explain, predict and control the behavior and mental processes of other	Remember	CO 4	CLO 12	AHS016.012
5	What are the fundamental of psychology	An Introduction focuses on issues that cut through the artificial boundaries commonly held in the study of behavior. He discusses fixed patterns of behavior and the developmental processes that include emotional behavior, self-control, language use, perceptual, and cognitive development	Remember	CO 4	CLO 13	AHS016.013

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6	What are the areas of application of psychology?	Some of the areas of applied psychology include clinical psychology, counseling psychology, and evolutionary psychology, industrial.	Remember	CO 4	CLO 12	AHS016.012
7	What developments of psychology from middle 19th century?	Founding Psychologies. Scientific psychology had three founding's. The first was the psychology of consciousness established by Wilhelm Wundt (1832-1920). The second was the psychology of adaptation, begun by popular writer Herbert Spencer (1820-1903), but given greatest voice by William James (1842-1910).	Remember	CO 4	CLO 12	AHS016.012
8	Explain psychology in ancient India?	The term Indian Psychology refers to the Psychologically relevant materials in ancient Indian thought. Usually this term does not cover modern developments in Psychology in India. Later on modern Psychology started emphasizing emotions, and in 1981, Jadunath Sinha wrote a book on Emotions and the Will.	Understand	CO 4	CLO 12	AHS016.012
9	Who started experimental psychology?	Wundt founded the first psychology laboratory in Leipzig, Germany.	Remember	CO 4	CLO 13	AHS016.013
10	Who psychology contribution of weber?	Ernst Heinrich Weber.	Remember	CO 4	CLO 13	AHS016.013
11	What he did psychology Fechner?	Gustav Theodor Fechner was a German philosopher, physicist and experimental psychologist. Nearly pioneer in experimental psychology and founded.	Remember	CO 4	CLO 13	AHS016.013
12	What are the Wundt and Eddinghaus ?	Wundt's Physiologist Psychologies, But when in 1885 the pioneer work of Ebbinghaus on memory appeared.	Remember	CO 4	CLO 14	AHS016.014
13	Explain the development of psychology in India?	Long before the advent of scientific psychology in the West, India.	Understand	CO 4	CLO 14	AHS016.014
14	How to Study Human Behavior?	Earn a Bachelor's Degree. Many students begin their careers in behavior analysis by earning a bachelor's degree in behavioral science or psychology, Earn a Master's Degree Working as a Behavior Analyst.	Remember	CO 4	CLO 14	AHS016.014

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15	What are the objectives of psychology?	Start With Generational Differences Recognize Hot Buttons Consider Personalities Look for Nonverbal Communication Be a Good Listener.	Remember	CO 4	CLO 14	AHS016.014
		UNIT-V				
1	What are the different fields in psychology?	1. Clinical Psychology. 2.Cognitive and Perceptual Psychology 3.Developmental Psychology 4.Experimental/Research Psychology 5. Forensic Psychology 6. Geriatric Psychology 7.Industrial/Organizational Psychology 8. Neuropsychology.	Remember	CO 5	CLO 15	AHS016.015
2	What are the 4 fields of psychology?	These include social psychology, or any area that deals with the study of people and how they interact with their environment and each other	Remember	CO 5	CLO 15	AHS016.015
3	How many fields of psychology are there?	Biopsychology is a branch of psychology focused on how the brain, neurons, and nervous system influence thoughts, feelings, and behaviors	Remember	CO 5	CLO 15	AHS016.015
4	What is the application of social psychology?	Social psychology is about understanding individual behavior in a social context.....Social psychologists therefore deal with the factors that lead us to behave in a given way in the presence of others,	Remember	CO 5	CLO 15	AHS016.015
5	Which field is best in psychology?	Psychiatrist. Average Yearly Salary: $216,090	Understand	CO 5	CLO 17	AHS016.017
6	What is the meaning of disadvantaged group?	Disadvantaged Groups viz., the Scheduled Castes (SCs), the Scheduled Tribes (STs), the Other Backward Classes (OBCs) and the Minorities, as they still continue to lag behind the rest of the society due to their social	Understand	CO 5	CLO 15	AHS016.015
7	What does disadvantaged background mean?	Individuals from a diverse racial and ethnic group that is underrepresented in health-related	Understand	CO 5	CLO 15	AHS016.015
8	What does academically disadvantaged mean?	In common usage "the disadvantaged" is a generic term for those "from lower-income backgrounds.	Understand	CO 5	CLO 15	AHS016.015

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9	What application psychology problems of social integration	Social integration, together with economic integration and identity integration, are three main dimensions of a newcomers' experiences in the society that is receiving them	Understand	CO 5	CLO 15	AHS016.015
10	Explain psychology in information technology and mass media?	This paper discusses a role for psychology in the development of information technology. Because, chaology in the information technology revolution. Media psychologists are not considered to be those who are featured in media	Understand	CO 5	CLO 16	AHS016.016
11	Explain the psychology economic development?	As with extravert behavior, an open personality psychology is positively, rational-choice theories in explaining economic, as well as social, action	Understand	CO 5	CLO 16	AHS016.016
12	What are the different fields of psychology?	There are six additional proficiencies acknowledged by the American Psychological Association	Remember	CO 5	CLO 17	AHS016.017
13	What are some social psychology topics?	Social psychology is the scientific study of how people think about, influence, and relate to one another.	Remember	CO 5	CLO 17	AHS016.017
14	What are the subfields of social psychology?	Like all scientific fields, social psychology has a number of subfields in which researchers conduct experiments.	Remember	CO 5	CLO 17	AHS016.017
15	What is the concept of social psychology?	Learn about five important concepts in social psychology, which plays a powerful role in our lives, from influencing how we think.	Remember	CO 5	CLO 17	AHS016.017

Signature of the Faculty   **HOD,CE**