

PSYCHOLOGY ENTRANCE EXAMINATIONS

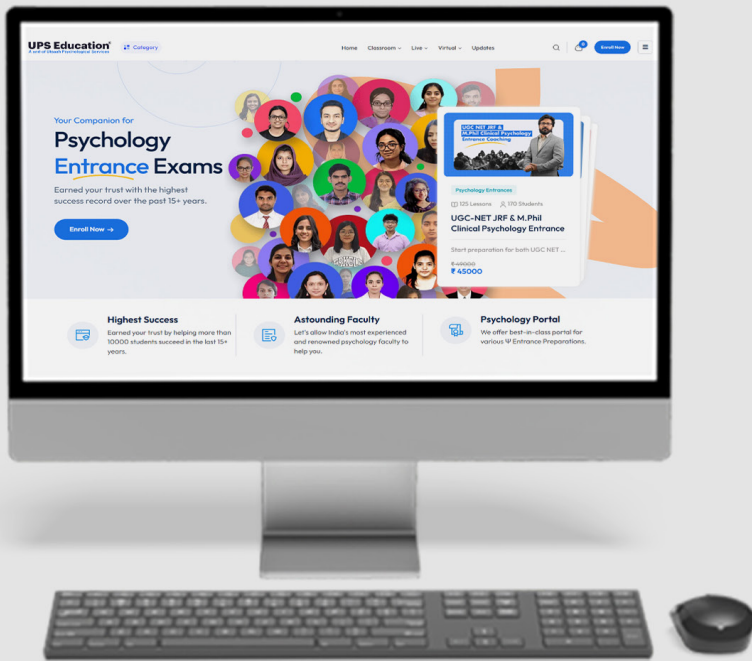
Useful for CUET-PG Psychology, GATE & Other M.A/ M.Sc
Psychology Entrances

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University of Delhi-2019

MA Psychology, North Campus

1. "People are motivated when they find themselves in situation of unfairness where a person receives less than the person believes he/she deserved based on his/her effort and/or contribution". This assertion is one of the basic tenets of
 - a) ERG theory
 - b) Expectancy theory
 - c) Need hierarchy theory
 - d) Equity theory
2. The Omnibus hypothesis means
 - a) Covering one situation at a time
 - b) Covering many situations at once
 - c) Covering many situations over time
 - d) Alternate hypothesis
3. The attribution theory proposed that the individuals make attributions based on information gathered in the form of three informational cues. These are
 - a) Consensus, distinctiveness, and consistency
 - b) Authenticity, reliability, and similarity
 - c) Persuasiveness, intuitional, and consistency
 - d) Credibility, consistency, and validity
4. Central to Social Learning theory is an individual's beliefs and expectancies about his or her ability to perform a specific task effectively may be referred to as
 - a) Self sufficiency
 - b) Self assessment
 - c) Self efficacy
 - d) Self enhancement
5. The _____ of a study is the extent to which the results can be generalized to other populations and settings.
 - a) Efficacy
 - b) Internal validity
 - c) External validity
 - d) Reliability
6. 'Informal communication' is mostly associated with which of the following?
 - a) Grapevine
 - b) Boundary-less
 - c) Group think
 - d) Group chain
7. Autogynephilia is defined by
 - a) Recurrent, and intense sexual attraction to prepubescent children
 - b) Recurrent, and intense sexual attraction to thoughts, images or thoughts about oneself as a woman
 - c) Recurrent, and intense sexual attraction to oneself
 - d) Recurrent, and intense sexual attraction to being humiliated
8. The degrees of freedom (c-1) (r-1) is applicable in
 - a) Mann-Whitney U test

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- b) Chi-Square test
c) Student's t-test
d) Kruskal-Wallis H test
9. Highly cohesive groups often assume that they can do no wrong and that information contrary to the group's view should be rejected. This tendency is known as
a) Group norms
b) Groupthink
c) Evaluation apprehension
d) Brainstorming
10. A deficit in recognition ability, regardless of the senses involved is known as
a) Amnesia
b) Contralateral neglect
c) Aphasia
d) Agnosia
11. Carol Gilligan departs from Kohlberg's theory on moral development by highlighting which of these differences?
a) Males have ethics of care
b) Males have ethics of justice
c) Females have ethics of justice
d) Females have ethics of care
12. When a group begins to function as a collective body rather than simply as a collection of individuals and role differentiation in group members' behaviour begin to occur such as different group members begin to serve different functions, show regard for meetings, tasks and group goals. Which stage of group development does it represent as per Tuckman's (1965) Stage Model?
a) Norming
b) Adjourning
c) Performing
d) Storming
13. Whose theory of personality highlights a phenotypic and genotypic basis of personality development?
a) Eysenck
b) Pearls
c) Adler
d) Jung
14. Four dimensions comprise the essence of empowerment. These are
a) Meaning, competence, self determination, and impact
b) Meaning, self determination, resourcefulness, and connections
c) Self determination, competence, resourcefulness, and connections
d) Competence, impact, social networking, and self determination
15. In certain social situations, individuals lose their sense of identity when they are in a group. This phenomenon is known as
a) Cohesiveness
b) Groupthink
c) Proprioception
d) Deindividuation
16. Jonah Complex was conceptualized by
a) Sigmund Freud
b) Abraham Maslow
c) Carl Jung
d) Alfred Adler
17. Julian Rotter's proposition that individuals develop beliefs about themselves having considerable/little control (internals v/s externals) over the

- outcomes they experience results from
- An innate understanding of the events and their outcomes
 - Repeated associations of stimulus and response
 - Cognitive dissonance they experience with respect to their perception of skills and expected outcomes
 - Generalized expectancies of their actions and the reinforcement values they attach to them
18. Behaviour, emitted spontaneously or voluntarily, that operate on the environment to change is called
- Opposition principle
 - Behaviour potential
 - Operant behaviour
 - Personal disposition
19. In a normal probability curve, what percentage of test scores will fall between 2 and 3 standard deviations above the mean?
- | | |
|----------|----------|
| a) 2.1% | c) 13.6% |
| b) 68.2% | d) 34.1% |
20. Duncan's multiple range test, Newman-Keuls test, Tukey's HSD test and Scheffe test can be used only when
- F ratio is not significant
 - F ratio cannot be determined
 - F ratio is significant
 - t ratio is not significant
21. A leader attempts to influence subordinates by putting them in a good mood before making a request, which form of influencing tactic does it represent?
- Ingratiation
 - Inspirational appeal
 - Consultation
 - Rational persuasion
22. In the latency stage of Erik Erikson's developmental tendencies, ways of coping involves
- None of these
 - Identity cohesion and role confusion
 - Initiative and guilt
 - Industriousness and inferiority
23. Sigmund Freud's system of human development makes which assumptions about development?
- Enactive, iconic and symbolic
 - Sensorimotor, preoperational, concrete operational
 - Compensation, reversibility, identity
 - Dynamic, sequential and structural
24. Axonal conduction in normal direction i.e., conduction from cell body to terminal buttons is called
- Directed conduction
 - Saltatory conduction
 - Antidromic conduction
 - Orthodromic conduction
25. An employee is exhibiting high level of emotional intelligence in the workplace. Which of the following skills he would be exhibiting as per Goleman?
- Self awareness, Self motivation, Impression management, Empathy, Social skills.
 - Self awareness, Self motivation,

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- Impression management, Empathy, Other enhancement skills.
- c) Self awareness, Self motivation, Self management, Empathy, Social skills.
- d) Self Awareness, Self motivation, Self management, Empathy, Other enhancement skills.
26. Myelin sheath that surrounds the axon preventing messages from spreading to adjacent axons are produced by
- a) Microglia
- b) Nodes of Ranvier
- c) Astrocytes
- d) Oligodendrocytes
27. "Leadership motivates the people to work but not for the power or money", this concept is related to
- a) Autocratic model
- b) Collegial model
- c) Supportive model
- d) Custodial model
28. The ability to view the world around us and process of interpreting information about another person is called
- a) Imagination
- b) Visualization
- c) Social perception
- d) Person perception
29. _____ is a form of intelligence that is largely inherited ability to think, reason and determines the limits of information-processing.
- a) Experiential intelligence
- b) Fluid intelligence
- c) Contextual intelligence
- d) Emotional intelligence
30. An approach that seeks to identify the unique qualities and special strengths of an organization, which can then be built on to improve performance, is called
- a) Appreciative inquiry
- b) Survey feedback
- c) Sensitivity training
- d) Intergroup development
31. Sensation seeking personality as suggested by Zuckerman is likely to correlate negatively with
- a) Psychoticism
- b) Extraversion
- c) Conscientiousness
- d) Openness to experience
32. The area for region of rejection in one tail of the t-distribution for testing a bi-directional alternate hypothesis at alpha = .05 will be
- a) 0.01
- b) 0.05
- c) 0.025
- d) 0.005
33. Arvind is extremely competitive, always in a hurry and often irritable (Type A personality). Which of the following forms of aggression is he most likely to engage in
- a) Passive aggressive behaviour
- b) Hostile aggression
- c) None of these
- d) Instrumental aggression
34. A condition of psychological health resulting from integration of conscious and unconscious facets of the personality is
- a) Jung's individuation
- b) Roger's fully-functioning person

- c) Maslow's self-actualization
d) Murray's subsidiation
35. Token Economy is used in
a) Cognitive therapy
b) Psychodynamic therapy
c) Transactional analysis
d) Behavioural therapy
36. People who have personality trait of _____ resist strain reactions when subjected to stressful events more effectively than do people who are not having it and it also has component of commitment, control and challenge.
a) Tolerance c) Strength
b) Toughness d) Hardiness
37. Leaders while making decisions under high stress situations tend to keep their cool and make better decisions and enhance their effectiveness are high on
a) Cultural intelligence
b) Spiritual intelligence
c) Mental intelligence
d) Emotional intelligence
38. A chemical substance that mimics the action of a neurotransmitter at a receptor site is called
a) Anatagonist
b) Agonist
c) Acetylcholine
d) Neurotransmitter
39. Hiding one's feelings and engaging in emotional expressions aligned to display rules is known as
a) Role making
b) Deep acting
c) Surface acting
- d) Emotional contagion
40. The uniqueness of individual experience and behaviour, is a focus of
a) Nomothetic approach
b) Action research approach
c) Ideographic approach
d) Indigenous approach
41. Children's view of morality in terms of realism and fixed dictates of authority figure is referred to as
a) Ideal reciprocity
b) Distributive justice
c) Autonomous morality
d) Heteronomous morality
42. Off late, every time Karen had an appointment with her therapist she would come up with an excuse to procrastinate her meetings. According to her the therapist reminds of her father with who she shares an ambivalent and complex relationship. This tendency shown by her can be referred to as
a) Counter-transference
b) Resistance
c) Transference
d) Fixation
43. Maheshwari has more awards in badminton to her name under doubles category than her single matches. This could be a result of
a) De-individuation
b) Hooliganism
c) Social facilitation
d) Social-loafing
44. 'Flexitime' and 'Job sharing' are

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- examples of _____ to increase motivation.
- a) Revised role expectations
 - b) Contemporary organizational structures
 - c) New team work models
 - d) Alternative work arrangements
45. The term _____ refers to any environmental agent that causes damage during the prenatal period.
- a) Amnion
 - b) Isotretinoin
 - c) Teratogen
 - d) Accutane
46. Which of the following is NOT a pattern of attachment assessed by Strange Situation and Attachment Q-Sort?
- a) Disorganized
 - b) Avoidant
 - c) Resistant
 - d) Interactive
47. Tests that involve comparing an individual's test score with an objectively stated standard of achievement are called
- a) Authentic assessments
 - b) Criterion-referenced tests
 - c) Standardized tests
 - d) Norm-referenced tests
48. Excuses, Apologies, and Exemplification are all techniques of
- a) Organizational citizenship
 - b) Distributive bargaining
 - c) Conflict management
 - d) Impression management
49. A self-report questionnaire for assessing aspects of the self-concept is
- a) Projective technique
 - b) T-sort technique
 - c) L-sort technique
 - d) Q-sort technique
50. An expression of emotions that is expected to lead to the reduction of disturbing symptoms is
- a) Libido
 - b) Catharsis
 - c) Regression
 - d) Denial
51. _____ refers to the idea that certain physical characteristics of objects remain the same, even when their outward appearance changes.
- a) Conservation
 - b) Centration
 - c) Hierarchical classification
 - d) Seriation
52. _____ is negative reactions to threats to one's personal freedom.
- a) Narcissistic rage
 - b) Singlism
 - c) Reactance
 - d) Ego-depletion
53. _____ is the extent to which a group is perceived as being a coherent entity.
- a) Entitativity
 - b) Ingratiation
 - c) Group polarization
 - d) Mediating variable
54. _____ type of child rearing involve low acceptance and involvement with little behavioural

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- d) Catharsis hypothesis
64. Stanley Milgram (1970) studied the unique behaviour of city dwellers using which hypothesis?
- a) Privacy deprivation
 - b) Diffusion of responsibility
 - c) Social conflict
 - d) Information overload
65. ACTH, stimulates the outer layer of the _____ gland causing it to secrete cortisone.
- a) Thyroid
 - b) Adrenal
 - c) Pineal
 - d) Pituitary
66. Self-report ratings of one's characteristics, attributes and interests is
- a) L-data
 - b) T-data
 - c) Z-data
 - d) Q-data
67. The idea that children like scientists draw on innate concepts to explain their everyday experiences, often in remarkably advanced ways is propounded by
- a) Constructivist approach
 - b) Socio-cultural approach
 - c) Theory-theory perspective
 - d) Interactionist perspective
68. An investment of psychic energy in an object or person is
- a) Displacement
 - b) Cathexis
 - c) Instinct
 - d) Repression
69. Organizational Climate is based on the _____ of members towards the organization.
- a) Identification
 - b) Perception
 - c) Loyalty
 - d) Values
70. A small group of employees who work voluntarily on company time, typically one hour per week, to address work related problems such as cost reduction, production, planning, product design, and techniques are called
- a) Core teams
 - b) Quality circles
 - c) Work teams
 - d) Focus groups
71. A positive emotional state resulting from the appraisal of one's own job experience is called
- a) Life satisfaction
 - b) Job satisfaction
 - c) Job motivation
 - d) Job enrichment
72. The motivation concerning issues of excellence, competition, challenging goals, persistence and overcoming difficulties are referred as
- a) Need for affiliation
 - b) Need for recognition
 - c) Need for achievement
 - d) Need for power
73. Leaders who direct their groups by rewarding them for desired behaviour, by taking actions to correct mistakes or departures from existing rules is characteristic of

- a) Servant leadership
 b) Charismatic leadership
 c) Transactional leadership
 d) Transformational leadership
74. Proprium, the term for the ego or self, was given by
 a) B. F. Skinner
 b) Sigmund Freud
 c) Gordon Allport
 d) Albert Bandura
75. Which of the following is a type of Selective Serotonin Re-uptake Inhibitors (SSRI) used as an anti-depressant?
 a) Elavil
 b) Clozapine
 c) Marplan
 d) Prozac
76. Which of the following is NOT correctly matched?
 a) Myelencephalon -- Medulla oblongata
 b) Mesencephalon -- Hypothalamus
 c) Telencephalon -- Basal ganglia
 d) Metencephalon -- Pons
77. Which of the following is NOT correctly matched?
 a) Simultaneous processing -- Brain stem
 b) Arousal/ Attention -- Brain stem
 c) Planning -- Frontal lobe
 d) Successive processing -- Parietal lobe
78. Which of the following is NOT a base of power in organizations?
 a) Informational power
 b) Coercive power
 c) Reward power
 d) Rational power
79. Which of the following is a content theory of work motivation?
 a) Vroom's expectancy theory of work motivation
 b) Alderfer's ERG theory
 c) Equity theory of work motivation
 d) The Porter and Lawler motivation model
80. Complementary skills and synergy are important markers of
 a) Effective team
 b) Effective communication
 c) Effective job design
 d) Effective Person-Job fit
81. Key characteristics of an effective appraisal system are
 a) Responsiveness, equality, flexibility, reliability, and sensitivity
 b) Validity, reliability, responsiveness, flexibility, and equitability
 c) Validity, reliability, flexibility, sensitivity, and equality
 d) Reliability, variability, responsiveness, equality, and responsiveness
82. The notion that "human behaviour is influenced by many cognitive factors as well as by reinforcements contingencies; and that human beings have an impressive capacity to regulate their own actions" is propounded by
 a) Humanistic theory
 b) Social learning theory
 c) Social cognitive theory

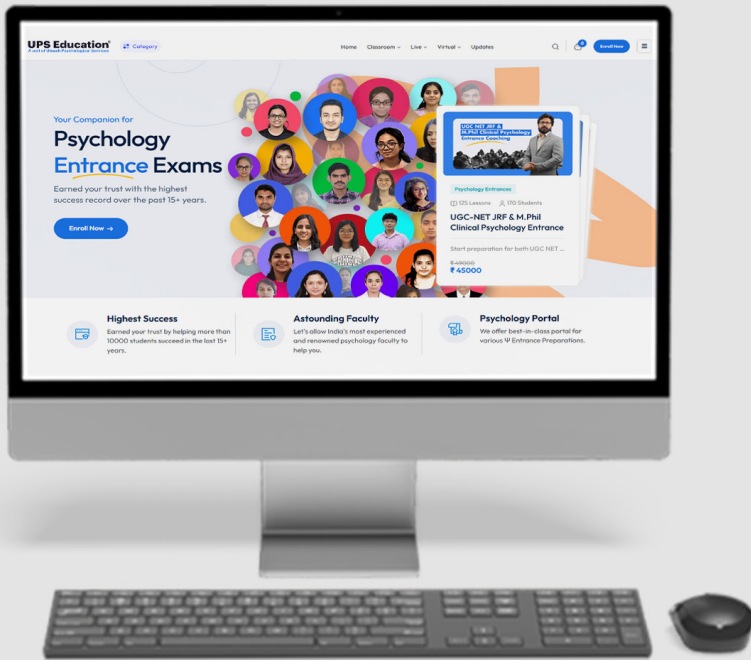
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- d) Self-regulation theory
83. Selection of every 15th item from a list of sample is called
- a) Simple random sampling
 - b) Systematic sampling
 - c) Purposive sampling
 - d) Quota sampling
84. Repeated measures design should be used when
- a) Experimental conditions take too long to implement
 - b) There are too many participants in the study
 - c) Participants' behaviour needs to be examined at one point in time
 - d) Effect of independent variable is expected to be small
85. Nerve fibers in the spinal cord that carry information from the brain to muscles and glands throughout the body are called
- a) Central nervous system
 - b) Peripheral nervous system
 - c) Afferent nerve fibers
 - d) Efferent nerve fibers
86. A technique for gaining compliance in which an offer or deal is changed to make it less attractive to the target person is
- a) Lowball procedure
 - b) Self deprecation
 - c) Less leads to more effect
 - d) That's-not-all technique
87. Adjusting the support offered during a teaching session to fit the child's current level of performance is called
- a) Reciprocal teaching
 - b) Inter-subjectivity
 - c) Scaffolding
 - d) Guided participation
88. A neuron is said to be _____ and at resting potential when the potential difference across the electrodes measures _____ .
- a) Polarized; -70mV
 - b) Polarized; +90 mV
 - c) Depolarized; +50mV
 - d) Depolarized; -70mV
89. According to the Fiedler's Contingency Model of Leadership Effectiveness, which of the dimension does NOT determine situation favorableness?
- a) Degree of task structure
 - b) Formal authority of the leader
 - c) Leader-member relationship
 - d) Leader's position power
90. According to Carl Jung's Analytical theory, the archetype representing the masculine side of females is called
- a) Animus
 - b) Persona
 - c) Anima
 - d) Shadow
91. According to Cattell, _____ are the basic units of motivation.
- a) Deficits
 - b) Id
 - c) Thema
 - d) Ergs
92. According to Vygotsky
- a) Intra-subjectivity precedes inter-subjectivity
 - b) Humans do not engage in inter-subjectivity
 - c) Inter-subjectivity and intra-

- subjectivity are not related
- d) Inter-subjectivity precedes intra-subjectivity
93. According to Chomsky's Nativist perspective
- There is a universal grammar that applies to all languages
 - Caregiver-child interaction promotes language progress
 - Children figure out the meaning of a new word by lexically contrasting it with known words
 - Language comprehension develops ahead of production
94. The specific method of gathering and analyzing data on the choice, communication and interaction patterns of people in groups, is referred to as
- Focus group method
 - Sociometry
 - Role playing method
 - Informal group method
95. The kind of healthy psychological and physical functioning after a potentially traumatic event is called
- After-effect
 - Coping
 - Resistance
 - Resilience
96. Limited period offers/sales by online marketing sites such as the Amazon or Myntra is a classic example of which of the following compliance techniques?
- Low balling technique
 - That's not all technique
 - Deadline technique
 - Door in the face technique
97. Degree to which one party attempts to satisfy the concern for self and concern for others, are two dimensions popularly used for understanding styles of
- Managing role conflict
 - Managing organizational culture change
 - Managing organizational conflict
 - Managing systems change
98. As per Bandura, _____ is the set of cognitive processes by which a person perceives, evaluates and regulates his own behaviour.
- Dissonance
 - Self-system
 - Social judgment
 - Attitudes
99. Test developers use reverse scoring to offset the effects of
- Faking
 - Social desirability
 - Acquiescence
 - Defensiveness
100. A double-blind procedure to test drug efficacy in psycho-pharmacological studies is accomplished by
- Randomly assigning active drugs to half of the patients with their proper knowledge
 - Randomly assigning the active drugs to all patients
 - Randomly assigning placebos to all patients
 - Randomly assigning placebo to half of the patients without their knowledge

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1. (d) Equity theory

Explanation: Equity theory, proposed by J. Stacy Adams, suggests that people are motivated when they perceive that they are being treated fairly in comparison to others. This theory posits that individuals compare their inputs (such as effort, time, and skill) and outcomes (such as rewards and recognition) to those of others. When people perceive an imbalance between their inputs and outcomes compared to others, they may experience feelings of inequity, which can motivate them to take action to restore fairness.

2. (b) Covering many situations at once

Explanation: The term “omnibus” in the context of hypothesis testing refers to a hypothesis that encompasses or covers multiple aspects or situations simultaneously. It typically implies a broad or overarching hypothesis that encompasses various conditions or variables being tested. Therefore, the omnibus hypothesis covers many situations or conditions at once.

3. (a) Consensus, distinctiveness, and consistency

Explanation: According to attribution theory, individuals make attributions about the causes of events or behaviors based on three informational cues:

Consensus: Refers to the extent to which other people behave similarly in a given situation. High consensus occurs when others behave similarly, while low consensus occurs when others behave differently. Distinctiveness: Refers to the extent to which the individual’s behavior is unique to a particular situation. High distinctiveness occurs when the behavior is specific to the situation, while low distinctiveness occurs when the behavior is typical across different situations.

Consistency: Refers to the extent to which the individual’s behavior is consistent over time. High consistency occurs when the behavior is consistent across different occasions, while low consistency occurs when the behavior varies over time.

4. (c) Self efficacy

Explanation: Self-efficacy refers to an individual’s belief in their ability to successfully execute a specific task or behavior to achieve desired outcomes. In social learning theory, developed by Albert Bandura, self-efficacy plays a central role in motivation, behavior, and

Answer Key

personal development. Self-efficacy beliefs influence an individual's choice of activities, effort expenditure, perseverance in the face of obstacles, and resilience to setbacks. Individuals with high self-efficacy are more likely to approach challenging tasks, exert effort to overcome obstacles, and maintain motivation in the face of adversity.

5. (c) External validity

Explanation: External validity refers to the extent to which the findings of a study can be generalized or applied to other populations, settings, or situations beyond the specific conditions of the study. It assesses the degree to which the results are representative of real-world contexts and whether they can be generalized to broader populations or different environmental conditions.

For example, if a study on the effectiveness of a teaching method is conducted in a specific school district, external validity would consider whether the findings can be applied to other school districts with different demographics or educational systems. Similarly, in clinical trials, external validity evaluates whether the results obtained from a sample of participants can be generalized to the larger population of individuals with the same condition.

6. (a) Grapevine

Explanation: Informal communication, often referred to as the grapevine, is the unofficial or unofficially sanctioned communication network within an organization. It consists of the informal transmission of information, rumors, gossip, and other messages among employees outside of the formal channels established by the organization's hierarchy. The grapevine typically operates through social interactions, such as conversations between coworkers during breaks, gatherings, or casual encounters. It can spread both accurate and inaccurate information rapidly throughout the organization, often influencing employees' perceptions, attitudes, and behaviors.

7. (b) Recurrent, and intense sexual attraction to thoughts, images, or thoughts about oneself as a woman

Explanation: Autogynephilia is a term coined by Ray Blanchard to describe a male's propensity to be sexually aroused by the thought or image of oneself as a female. It is considered to be a paraphilic sexual interest. This phenomenon is distinct from gender dysphoria, where individuals experience significant distress or discomfort due to a mismatch between their assigned gender at birth and their gender identity. Autogynephilia is more commonly associated with individuals who are assigned male at birth and who are sexually aroused by the idea of themselves as women.

8. (b) Chi-Square test

Explanation: In the context of the Chi-Square test, the degrees of freedom formula is calculated as $(c-1)(r-1)$, where 'c' represents the number of columns and 'r' represents the number of rows in the contingency table. This formula determines the degrees of freedom for the Chi-Square test, which is used to analyze the association between categorical variables in a contingency table.

9. (b) Groupthink

Explanation: Groupthink refers to the phenomenon where highly cohesive groups prioritize consensus and cohesion over critical thinking and decision-making. In such groups, there is often pressure to conform to the group's views and to suppress dissenting opinions. This can lead to flawed decision-making processes and overlooking potential risks or alternatives.

10. (d) Agnosia

Explanation: Agnosia refers to a deficit in recognition ability, regardless of the senses involved. It typically involves the inability to recognize objects, people, sounds, or shapes, even though the sensory pathways and processing regions of the brain are intact. Agnosia can affect various sensory modalities, including vision, hearing, and touch.

11. (d) Females have ethics of care

Explanation: Carol Gilligan's departure from Kohlberg's theory of moral development involves highlighting the difference that females tend to prioritize an "ethic of care" over an "ethic of justice." Gilligan argued that Kohlberg's theory was based primarily on male perspectives and did not adequately account for the moral reasoning and values of women. She proposed that women tend to emphasize caring, compassion, and interpersonal relationships in their moral decision-making, whereas Kohlberg's theory primarily focused on principles of justice, rights, and rules.

12. (c) Performing

Explanation: According to Tuckman's Stage Model of group development, the performing stage is characterized by the group members functioning effectively as a cohesive unit. At this stage, the group has resolved any initial conflicts (storming stage), established norms and roles (norming stage), and is now focused on achieving its goals. Members are committed to the group's objectives, collaborate efficiently, and work together to accomplish tasks. They demonstrate role differentiation and show regard for meetings, tasks, and group goals, as described in the scenario.

Answer Key

13. (a) Eysenck

Explanation: Hans Eysenck's theory of personality emphasizes both the phenotypic (observable) and genotypic (genetic) basis of personality development. He proposed that individual differences in personality traits can be understood through genetic variations, suggesting a biological basis for personality. Eysenck's theory categorizes personality along three dimensions: extraversion-introversion, neuroticism-emotional stability, and psychoticism. These traits are thought to have a genetic component, influencing an individual's behavior and predisposition to certain psychological characteristics.

14. (a) Meaning, competence, self-determination, and impact

Explanation: Empowerment typically involves several key dimensions that contribute to an individual's sense of agency, control, and effectiveness. These dimensions are often summarized as: Meaning: Having a sense of purpose and understanding the significance of one's actions or contributions. Competence: Feeling capable and skilled in performing tasks or achieving goals. Self-determination: Experiencing autonomy and having the freedom to make choices and decisions. Impact: Seeing the results of one's efforts and feeling that one's actions can make a difference or have an influence.

15. (d) Deindividuation

Explanation: Deindividuation refers to the loss of self-awareness and individual identity that can occur when individuals are part of a group or crowd. In these situations, people may feel less accountable for their actions and may be more likely to engage in behaviors they wouldn't typically do if they were alone. This phenomenon often occurs in large crowds, where individuals may feel a sense of anonymity and reduced personal responsibility.

16. (d) Alfred Adler

Explanation: The Jonah Complex is a term coined by Alfred Adler, one of the founders of individual psychology. It refers to the fear of success or the fear of realizing one's full potential. Adler named it after the biblical figure Jonah, who attempted to flee from his responsibilities but was eventually compelled to fulfill his destiny. The Jonah Complex suggests that individuals may sabotage their own success or shy away from achieving their goals due to underlying fears or feelings of inadequacy.

17. (d) Generalized expectancies of their actions and the reinforcement values they attach to them

Explanation: Julian Rotter's social learning theory proposed that individuals develop

generalized expectancies about the outcomes of their actions based on their past experiences. These expectancies, termed locus of control, range from internal to external. Internals believe they have control over their lives and outcomes, while externals believe that outcomes are determined by external forces beyond their control. These expectancies are shaped by the individual's learning history, including the reinforcement values attached to their actions and the outcomes they experience.

18. (c) Operant behaviour

Explanation: Operant behavior refers to behavior that operates on the environment to produce consequences. It is voluntary and emitted spontaneously by the individual. This behavior is influenced by its consequences, meaning that the consequences of the behavior determine the likelihood of it occurring again in the future.

19. (a) 2.1%

Explanation: In a normal distribution, approximately 68% of the data falls within one standard deviation of the mean, 95% falls within two standard deviations, and 99.7% falls within three standard deviations. Therefore, the percentage of scores between 2 and 3 standard deviations from the mean is the difference between the percentages within 3 standard deviations (99.7%) and 2 standard deviations (95%), which is approximately 2.1%.

20. (c) F ratio is significant

Explanation: These post hoc tests are used specifically when the F ratio obtained from an ANOVA test is significant, indicating that there are significant differences among the means of three or more groups. Post hoc tests help determine which specific group means are significantly different from each other after finding a significant F ratio. Therefore, they are employed when the F ratio is significant to further analyze and interpret the differences between group means.

21. (a) Ingratiation

Explanation: Ingratiation involves using flattery or building rapport to gain compliance or favor from others. In this scenario, the leader is trying to influence subordinates by putting them in a good mood before making a request, which aligns with the concept of ingratiation tactics.

22. (d) Industriousness and inferiority

Explanation: In Erik Erikson's developmental theory, the latency stage occurs during the elementary school years. During this stage, children focus on developing industry,

Answer Key

competence, and a sense of accomplishment. They also begin to compare themselves with their peers, which can lead to feelings of inferiority if they perceive themselves as not measuring up to others.

23. (d) Dynamic, sequential and structural

Explanation: Freud's system of human development assumes that development is dynamic, involving ongoing conflicts between different psychological forces. It also assumes that development occurs in a sequential manner, with each stage building upon the experiences of the previous stage. Additionally, Freud's theory emphasizes the structural components of the mind, such as the id, ego, and superego, and how they interact to shape behavior and personality.

24. (d) Orthodromic conduction

Explanation: Orthodromic conduction refers to the normal direction of axonal conduction, where the electrical impulse travels from the cell body (soma) to the terminal buttons (axon terminals). This is the typical direction of nerve impulse transmission along the axon.

25. (c) Self-awareness, Self-motivation, Self-management, Empathy, Social skills.

Explanation: According to Goleman's model of emotional intelligence, individuals with high emotional intelligence exhibit skills in self-awareness (understanding one's emotions), self-motivation (driving oneself towards goals), self-management (controlling impulses and handling stress), empathy (understanding others' emotions), and social skills (managing relationships effectively).

26. (d) Oligodendrocytes

Explanation : Oligodendrocytes are specialized cells found in the central nervous system (CNS) responsible for producing the myelin sheath. This sheath acts as insulation around axons, the long projections of neurons that transmit electrical signals. By forming a fatty layer around axons, the myelin sheath facilitates the rapid transmission of electrical impulses, allowing for efficient communication between neurons. This insulation prevents electrical signals from spreading to adjacent axons, ensuring that nerve impulses remain focused and travel faster along the axon.

27. (c) Supportive model

Explanation: The concept described, where leadership motivates people to work for reasons beyond power or money, aligns most closely with the supportive model of leadership. In the supportive model, leaders focus on creating a supportive and nurturing work environment

where employees feel valued, empowered, and motivated to contribute to the organization's goals. This model emphasizes providing guidance, encouragement, and resources to help employees develop their skills and achieve personal and professional growth. Leaders in this model often prioritize fostering positive relationships, open communication, and trust within the team, rather than relying solely on authority or financial incentives to motivate employees.

28. (c) Social perception

Explanation: Social perception encompasses the broader process of perceiving and interpreting information about others, including their behavior, appearance, emotions, and intentions, as well as understanding the social world around us. It involves how we make sense of the social environment and the individuals within it. Person perception is a subset of social perception, focusing specifically on how we perceive and understand individual people. It involves forming impressions, making judgments, and understanding the characteristics, intentions, and behaviors of specific individuals.

29. (b) Fluid intelligence.

Explanation: Fluid intelligence refers to the ability to think logically and solve problems in novel situations, independent of acquired knowledge. It involves skills such as pattern recognition, abstract reasoning, and logical analysis. Fluid intelligence is considered to be relatively stable across the lifespan and is often associated with cognitive processes that rely on working memory and mental flexibility. Unlike crystallized intelligence, which involves knowledge and skills acquired through experience and education, fluid intelligence is more closely linked to innate cognitive abilities and genetic factors. It plays a crucial role in various cognitive tasks, including problem-solving, decision-making, and adapting to new situations.

30. (a) Appreciative inquiry.

Explanation: Appreciative Inquiry is an approach to organizational development that focuses on identifying and building upon an organization's strengths and positive attributes. Instead of problem-solving from a deficit perspective, Appreciative Inquiry aims to discover what is working well within an organization and leverage those strengths to drive positive change and improve performance. This approach involves a collaborative process of inquiry, dialogue, and storytelling to uncover the organization's core values, unique qualities, and successful practices.

31. (c) Conscientiousness.

Answer Key

Explanation: Sensation seeking personality, as proposed by Zuckerman, refers to the tendency to seek out novel and stimulating experiences, often characterized by a desire for intense and exciting sensations. Individuals high in sensation seeking are often adventurous, risk-taking, and drawn to activities that provide sensory thrills. On the other hand, conscientiousness refers to the trait of being organized, responsible, and self-disciplined. People high in conscientiousness are diligent in their work, follow rules and schedules, and prioritize tasks effectively.

32. (c) 0.025.

Explanation: When testing a bi-directional alternate hypothesis at a significance level (alpha) of 0.05 using the t-distribution, the region of rejection is divided equally between the two tails of the distribution. Since the total significance level is 0.05, each tail of the distribution will have an alpha level of 0.025. Therefore, the area for the region of rejection in one tail of the t-distribution for testing a bidirectional alternate hypothesis at $\alpha = 0.05$ will be 0.025.

33. (d) Instrumental Aggression

34. (a) Jung's individuation.

Explanation: Jung's concept of individuation refers to the process of integrating the conscious and unconscious aspects of the personality to achieve psychological health and wholeness. It involves becoming aware of and integrating one's various psychological components, including the persona, shadow, anima/animus, and self, to achieve personal growth and self-realization. This process leads to a more balanced and harmonious personality, allowing individuals to fulfill their potential and live authentically.

35. (d) Behavioural therapy.

Explanation: Token economy is a behavioral therapy technique that involves rewarding desired behaviors with tokens or points, which can later be exchanged for rewards or privileges. This approach is often used in institutional settings such as schools, prisons, or psychiatric hospitals to encourage positive behaviors and discourage negative ones. It is based on the principles of operant conditioning, where behaviors are shaped through reinforcement and punishment.

36. (d) Hardiness.

Explanation: Hardiness is a personality trait characterized by a strong sense of control over events, a commitment to personal goals and values, and an attitude of seeing challenges

as opportunities for growth rather than threats. Individuals high in hardiness tend to cope more effectively with stressful situations and are less likely to experience negative psychological or physical outcomes in response to stress.

37. (d) Emotional intelligence.

Explanation: Emotional intelligence refers to the ability to recognize, understand, and manage one's own emotions as well as the emotions of others. Leaders with high emotional intelligence are better able to regulate their emotions, maintain composure, and make effective decisions even in high-stress situations. They can navigate complex interpersonal dynamics and inspire confidence and trust in their teams.

38. (b) Agonist.

Explanation: An agonist is a chemical substance that mimics the action of a neurotransmitter at a receptor site, thereby activating the receptor and producing a biological response similar to that of the neurotransmitter. This can enhance or facilitate neurotransmission. Conversely, an antagonist blocks or inhibits the action of a neurotransmitter at a receptor site. Acetylcholine is a neurotransmitter itself, not a category of substances.

39. (c) Surface acting.

Explanation: Surface acting involves hiding one's true feelings and displaying emotions that are in line with display rules or societal expectations. It's a form of emotional labor where individuals modify their outward expressions to conform to social norms, even if those expressions do not reflect their inner emotional state. Deep acting, on the other hand, involves actually changing one's internal emotional state to match the required or expected emotion. Role making refers to the process of defining one's role within a given context, and emotional contagion refers to the phenomenon where emotions spread from one person to another.

40. (c) Ideographic approach.

Explanation: The ideographic approach emphasizes understanding individuals' unique experiences, behaviors, and characteristics. It focuses on studying the specific context and details of individual cases to gain insight into the complexities of human behavior. This approach contrasts with the nomothetic approach, which seeks to identify general principles or laws that apply across different individuals or groups. Action research involves collaborative problem-solving within a specific organizational or community context, and the indigenous approach centers on understanding cultural practices, beliefs, and values within a particular community or group.

Answer Key

41. (d) Heteronomous morality.

Explanation: Heteronomous morality is the term used to describe children's early stage of moral development, according to Piaget. During this stage, children view morality in terms of external rules and authority figures. They believe that rules are fixed and handed down by authority figures and that breaking these rules leads to punishment. As children develop, they transition to autonomous morality, where they begin to understand that rules are created by mutual agreement and can be changed through negotiation and consensus.

42. (c) Transference.

Explanation: Transference refers to the unconscious redirection of feelings and desires from one person to another, often in a therapeutic setting. In this scenario, Karen's feelings and attitudes towards her father are being transferred onto her therapist. This can manifest as resistance or avoidance behaviors during therapy sessions.

43. (c) Social facilitation.

Explanation: Social facilitation is the tendency for people to perform better on simple tasks and worse on complex tasks when they are in the presence of others and their individual performance can be evaluated. In Maheshwari's case, the presence of a partner in doubles badminton matches may enhance her performance due to social facilitation, leading to more awards in doubles matches compared to single matches.

44. (d) Alternative work arrangements. Explanation: Flextime and job sharing are examples of alternative work arrangements, which are designed to provide employees with greater flexibility and autonomy in their work schedules. These arrangements can help increase motivation by allowing employees to better balance their work and personal lives, leading to higher job satisfaction and productivity.

45. (c) Teratogen.

Explanation: Teratogens are environmental agents that can cause abnormalities or developmental malformations in the fetus during prenatal development. These agents can include drugs, chemicals, infectious agents, and environmental factors such as radiation or pollution. Examples of teratogens include alcohol, certain medications like isotretinoin (commonly known as Accutane), and infectious diseases like rubella.

46. (d) Interactive.

Explanation: The patterns of attachment assessed by the Strange Situation and Attachment Q-Sort are typically categorized into three main types: secure, insecure-avoidant, and insecure-resistant. Disorganized attachment is another category that can be identified, which involves contradictory behaviors such as approaching and then avoiding the caregiver. These patterns are used to assess the quality of the attachment relationship between a child and their caregiver.

47. (b) Criterion-referenced tests.

Explanation: Criterion-referenced tests are designed to measure an individual's performance against a predetermined criterion or standard. These tests assess whether a test taker has achieved a specific level of knowledge or skill, regardless of how others perform on the same test. They are often used in educational settings to determine whether students have mastered particular learning objectives or standards.

48. (d) Impression management.

Explanation: Excuses, apologies, and exemplification are all techniques used in impression management, which involves controlling or influencing the impressions that others form about oneself. These techniques are often employed in social interactions to shape perceptions of one's character, intentions, or actions in a favorable way.

49. (d) Q-sort technique.

Explanation: The Q-sort technique is a self-report questionnaire used to assess aspects of the self-concept. In this technique, participants are presented with a set of statements or descriptors related to various aspects of their personality or self-perception. They are then asked to sort these items into predefined categories, typically ranging from "most descriptive" to "least descriptive" or from "strongly agree" to "strongly disagree." This method allows individuals to express their self-perceptions in a structured manner, providing insights into their self-concept.

50. (b) Catharsis.

Explanation: Catharsis refers to the process of expressing emotions, particularly intense or pent-up feelings, with the expectation that it will lead to the reduction of disturbing symptoms or emotional relief. It's often associated with therapeutic interventions aimed at helping individuals release and process their emotions in a healthy manner. This concept has roots in psychoanalytic theory, where it's believed that expressing repressed emotions can lead to psychological healing and resolution of internal conflicts.

Answer Key

51. (a) Conservation.

Explanation: Conservation is the concept in Piagetian theory that refers to the understanding that certain properties of objects, such as volume, mass, or number, remain constant even when their outward appearance changes. For example, a child who understands conservation would recognize that pouring water from a short, wide glass into a tall, narrow glass does not change the amount of water, even though the height of the water level appears different. This ability typically develops during the concrete operational stage of cognitive development.

52. (c) Reactance.

Explanation: Reactance refers to the negative emotional and cognitive responses that individuals experience when they perceive that their freedom or autonomy is being threatened or restricted. It can manifest as resistance or defiance against perceived attempts to control or limit one's choices or behaviors. For example, if someone feels pressured to conform to certain expectations or rules, they may react with reactance by asserting their independence or engaging in behaviors contrary to those expectations.

53. (a) Entitativity.

Explanation: Entitativity refers to the degree to which a group is perceived as a unified or cohesive entity by its members or outsiders. It encompasses factors such as the perceived similarity among group members, the shared goals or identity of the group, and the degree of interaction or cohesiveness within the group. High entitativity suggests that the group is seen as a distinct and coherent entity, while low entitativity implies that the group is perceived as more fragmented or less cohesive.

54. (d) Uninvolved parenting.

Explanation: Uninvolved parenting, also known as neglectful parenting, is characterized by low levels of acceptance and involvement, minimal behavioral control, and general indifference to issues of autonomy. In uninvolved parenting, parents tend to be emotionally detached and unresponsive to their children's needs. They may provide basic necessities such as food and shelter but offer little guidance, support, or attention. This parenting style can have significant negative effects on children's emotional and social development, leading to issues such as low self-esteem, academic problems, and behavioral issues.

55. (b) Concordance effect.

Explanation: Concordance refers to the percentage of instances in which both twins (usually identical or monozygotic twins) show a particular trait when it is present in one twin. It

is commonly used in twin studies to assess the heritability of various traits and disorders. High concordance rates suggest a strong genetic influence, while low concordance rates indicate a weaker genetic influence and a greater role of environmental factors.

56. (a) Epistemology.

Explanation: Epistemology, or the theory of knowledge, explores questions surrounding what knowledge is and how it can be obtained in a valid manner. It delves into the nature of knowledge, the criteria for determining whether something is true or justified, and the methods used to acquire knowledge. Through epistemological inquiry, philosophers and researchers seek to understand the nature and limits of human understanding.

57. (d) Technology.

Explanation: Technology refers to the tools, machinery, systems, and processes that organizations use to transform inputs (such as raw materials, labor, and capital) into outputs (such as products or services). It encompasses both hardware and software elements that facilitate various organizational functions and activities. While communication, culture, and environment are important aspects of organizational dynamics, technology specifically pertains to the mechanisms through which work is performed and objectives are achieved within an organization.

58. (a) F

Explanation: The F-distribution is positively skewed, especially when used in analysis of variance (ANOVA), regression analysis, or comparing variances of two populations. Its shape depends on the degrees of freedom and tends to have a longer tail on the right side.

In contrast: The bimodal distribution has two distinct peaks but does not inherently imply skewness. The t-distribution is symmetric around its mean, particularly for larger sample sizes. The z-distribution is also symmetric around its mean.

59. (a) Source traits.

Explanation: The term “source traits” refers to the fundamental dimensions of personality, as proposed by Raymond Cattell. These traits are considered the building blocks of personality and represent the underlying structures that drive an individual’s behavior. Source traits are more abstract and theoretical compared to surface traits, which are observable characteristics. Understanding source traits allows psychologists to delve deeper into the root causes of behavior and personality. By identifying these core dimensions, researchers can gain insights into how individuals differ from one another and predict their behavior across various situations.

Answer Key

60. (a) Transformational

Explanation: Transformational leadership encompasses qualities such as charisma, individualized consideration, inspirational motivation, and intellectual stimulation. This leadership style focuses on inspiring and motivating followers to achieve higher levels of performance and personal growth. Transformational leaders are known for their ability to create positive change within organizations by fostering a vision, empowering individuals, and encouraging innovation. They often have a strong impact on organizational culture and are capable of influencing followers to transcend their own self-interests for the greater good of the group or organization.

61. (a) Freudian superego

Explanation: Carl Rogers' concept of "conditions of worth" in personality theory is akin to Freud's notion of the superego. Both concepts involve internalized standards or ideals that individuals adopt based on external influences. In Rogers' theory, conditions of worth refer to the conditions or criteria set by others (such as parents or society) for an individual to receive positive regard or approval. Similarly, the superego in Freudian theory represents the internalization of societal standards and moral values, acting as a critical and moralizing force within the psyche. Both concepts shape individuals' behaviors and self-concepts based on external standards or expectations.

62. (c) Cohen's kappa

Explanation: Cohen's kappa is a statistical measure used to assess inter-rater reliability for categorical items. It calculates the agreement between two raters or scorers who categorize items into nominal or ordinal levels. This index is particularly useful when assessing agreement between scorers who are making subjective judgments or classifications. Cohen's kappa takes into account the agreement observed between raters while correcting for the agreement that would be expected by chance. It is commonly used in various fields, including psychology, medicine, and social sciences, to evaluate the reliability of scoring systems or coding schemes.

63. (a) Collective guilt

Explanation: Collective guilt refers to the emotional response experienced by individuals when they perceive or acknowledge harmful actions or injustices committed by their in-group against an out-group. It is a shared feeling of responsibility or remorse felt by members of a group for the actions of their group, even if they did not personally participate in those actions. Collective guilt can arise in various contexts, such as historical

events, societal inequalities, or intergroup conflicts. It reflects a sense of moral responsibility and awareness of one's group's impact on others. This emotion can influence attitudes, behaviors, and intergroup relations, as individuals may seek to address past wrongs or strive for reconciliation with affected out-groups.

64. (b) Diffusion of responsibility

Explanation: Stanley Milgram's (1970) study focused on the phenomenon of diffusion of responsibility, particularly in the context of city dwellers. This hypothesis suggests that individuals in a group may feel less personally responsible for their actions or decisions when they are part of a larger group. In the context of city life, where individuals are often surrounded by many others and may encounter various situations requiring intervention or assistance, diffusion of responsibility may lead to decreased likelihood of helping others or taking action in emergency situations.

65. (b) Adrenal

Explanation: ACTH (Adrenocorticotropic Hormone) stimulates the adrenal glands, specifically the adrenal cortex, which is the outer layer of the adrenal glands. This stimulation causes the adrenal cortex to secrete cortisone and other glucocorticoids, which play a crucial role in the body's stress response, metabolism, and immune function.

66. (d) Q-data

Explanation: Q-data refers to self-report questionnaires or surveys where individuals provide information about their own characteristics, attributes, and interests. This data is gathered from the individual's introspection and self-assessment, making it distinct from L-data (life record data) and T-data (test data).

67. (c) Theory-theory perspective

Explanation: The theory-theory perspective posits that children are like little scientists who construct theories to understand and explain their experiences and the world around them. They actively form hypotheses, test them through observation and interaction, and refine their understanding in light of new evidence, much like scientific inquiry.

68. (b) Cathexis

Explanation: Cathexis refers to the investment of psychic energy in an object, person, or idea. In psychoanalytic theory, it describes the process by which emotional and libidinal energy is directed towards specific targets, such as a loved one, a desired goal, or a particular activity.

Answer Key

69. (b) Perception

Explanation: Organizational climate refers to the collective perceptions of organizational members about their work environment. It encompasses how they perceive policies, practices, and procedures, as well as the general atmosphere within the organization. This perception shapes their behavior, attitudes, and overall experience at work.

70. (b) Quality circles

Explanation: Quality circles are small groups of employees who voluntarily meet regularly during work hours to discuss and solve problems related to their work. They focus on improving various aspects of their job, such as cost reduction, production planning, product design, and techniques. These circles aim to enhance the overall efficiency and quality of the organization by leveraging the insights and collaborative efforts of frontline employees.

71. (b) Job satisfaction

Explanation: Job satisfaction refers to a positive emotional state that results from the evaluation or appraisal of one's job experiences. It encompasses how content an individual is with their job, including factors such as the nature of the work, work environment, compensation, and relationships with colleagues and supervisors. This positive emotional state can significantly impact an employee's motivation, performance, and overall wellbeing.

72. (c) Need for achievement

Explanation: The need for achievement (nAch) refers to an individual's motivation to achieve excellence, meet challenging goals, compete against standards of excellence, persist in the face of difficulties, and strive to improve performance. This concept was extensively studied by psychologist David McClelland, who identified it as a key driver of behavior, particularly in tasks that allow for personal responsibility, goal setting, and feedback on performance. Individuals high in nAch tend to seek out situations where they can achieve and demonstrate their competence.

73. (c) Transactional leadership

Explanation: Transactional leadership involves leaders who focus on maintaining stability and order within their organizations or groups through contingent rewards and corrective actions. These leaders operate within the existing structure and rules, using rewards, such as praise, recognition, or tangible incentives, to reinforce desired behaviors, and corrective actions, such as reprimands or penalties, to address mistakes or deviations from established norms. They typically emphasize task accomplishment, compliance with rules

and procedures, and the efficient use of resources to achieve organizational goals.

74. (c) Gordon Allport

Explanation: Gordon Allport, a prominent psychologist known for his work in personality psychology, introduced the term “proprium” to refer to the ego or self. Allport used this term to describe the core of personality, which encompasses a person’s sense of self, identity, and individuality. He emphasized the importance of understanding the self in personality theory and regarded the proprium as central to the study of human behavior and development.

75. (d) Prozac

Explanation: Prozac (fluoxetine) is a type of Selective Serotonin Re-uptake Inhibitor (SSRI) used as an antidepressant. It works by selectively blocking the reuptake of serotonin in the brain, leading to increased levels of serotonin in the synaptic cleft. This increase in serotonin levels is thought to help alleviate symptoms of depression by enhancing neurotransmission in key brain circuits involved in mood regulation. Prozac is one of the most commonly prescribed antidepressant medications due to its effectiveness and relatively mild side effect profile compared to older antidepressants like tricyclics and MAOIs.

76. (b) Mesencephalon -- Hypothalamus

Explanation: The mesencephalon, also known as the midbrain, is not associated with the hypothalamus. Instead, the hypothalamus is part of the diencephalon, which is located below the cerebrum and above the brainstem. The mesencephalon primarily consists of structures such as the tectum, tegmentum, and cerebral peduncles, which are involved in functions like sensory processing, motor control, and arousal.

77. (a) Simultaneous processing -- Brain stem

Explanation: Simultaneous processing is typically associated with higher-order cognitive functions involving the integration of information from different sources and regions of the brain, which are primarily processed in cortical areas rather than the brainstem. The brainstem is more involved in basic physiological functions such as arousal, attention, and regulation of vital bodily functions. Therefore, the association between simultaneous processing and the brainstem is not accurate.

78. (d) Rational power

Explanation: Rational power is not typically recognized as one of the traditional bases of power in organizational theory. The commonly accepted bases of power include informational power, coercive power, reward power, legitimate power, and referent

Answer Key

power. Rational power, as a distinct category, is not widely recognized in the context of organizational power dynamics.

79. (b) Alderfer's ERG theory

Explanation: Alderfer's ERG theory focuses on three basic needs: Existence, Relatedness, and Growth. It suggests that these needs are hierarchical but can operate simultaneously, allowing for the frustration-regression principle, where an individual might regress to a lower-level need if a higher-level need is not met. This theory falls under the category of content theories, which focus on identifying the specific factors that motivate individuals.

80. (a) Effective team

Explanation: Complementary skills refer to the diverse range of abilities, knowledge, and expertise that team members bring to the table. Synergy, on the other hand, describes the combined effect of the team's efforts being greater than the sum of individual contributions. Both complementary skills and synergy are crucial for creating effective teams, where members collaborate effectively to achieve common goals. Effective communication, job design, and person-job fit are important factors in organizational effectiveness but may not directly relate to the concept of complementary skills and synergy within teams.

81. (b) Validity, reliability, responsiveness, flexibility, and equitability

Explanation: An effective performance appraisal system should possess several key characteristics to ensure its success. Validity ensures that the system measures what it intends to measure accurately. Reliability ensures consistency in measurement over time and across different evaluators. Responsiveness means that the system provides timely feedback and addresses performance issues promptly. Flexibility allows for adjustments to accommodate various job roles and changing organizational needs.

82. (c) Social cognitive theory

Explanation: Social cognitive theory, proposed by Albert Bandura, emphasizes the reciprocal interaction between cognitive, behavioral, and environmental factors in shaping human behavior. It posits that individuals learn not only through direct reinforcement but also through observation and modeling of others' behavior. Additionally, social cognitive theory emphasizes individuals' abilities to self-regulate their behavior, thoughts, and emotions, thereby exerting control over their actions. This theory highlights the role of cognitive processes such as attention, memory, and self-efficacy beliefs in influencing behavior, making it a comprehensive framework for understanding human behavior.

83. (b) Systematic sampling

Explanation: Systematic sampling involves selecting every n th item from a list after the first item is randomly chosen from the first n items. In this case, selecting every 15th item from a list represents systematic sampling. This method is useful when the population is large and ordered in some manner, such as a list or sequence, and it provides a more straightforward approach compared to simple random sampling.

84. (d) Effect of independent variable is expected to be small

Explanation: A repeated measures design, also known as a within-subjects design, is used in experimental research when the same participants are exposed to all conditions of the experiment. This design has several advantages, particularly when the effect of the independent variable is expected to be small: **Increased Sensitivity:** Because each participant serves as their own control, individual differences are reduced, making it easier to detect small effects of the independent variable. **Reduced Variability:** By using the same participants in all conditions, the variability due to individual differences is minimized. This increases the power of the statistical tests and makes it more likely to detect significant effects. **Fewer Participants Needed:** Since each participant is used in multiple conditions, fewer participants are needed compared to between-subjects designs to achieve the same level of statistical power.

85. (d) Efferent nerve fibers

Explanation: Efferent nerve fibers transmit signals from the brain to muscles and glands, controlling voluntary and involuntary movements, as well as various bodily functions. They are part of the peripheral nervous system, which includes nerves outside the brain and spinal cord. These fibers enable motor functions such as muscle contractions and the release of hormones from glands. Dysfunction in efferent pathways can lead to movement disorders and other neurological conditions.

86. (a) Lowball procedure

Explanation: The lowball procedure involves initially presenting an attractive offer or deal to gain compliance or agreement from the target person. Once the person has committed or agreed to the initial offer, the terms of the deal are changed, making it less favorable or more costly. Despite the changed conditions, people are often inclined to stick with their initial commitment, resulting in compliance with the revised, less favorable terms. This technique exploits the psychological principle of commitment and consistency, as people tend to feel a sense of obligation to honor their initial agreement even when circumstances change.

Answer Key

87. (c) Scaffolding

Explanation: Scaffolding refers to the instructional technique where the support provided to a learner is adjusted based on their current level of understanding or performance. This approach involves offering guidance, hints, or prompts to help the learner accomplish tasks or solve problems that they would not be able to do independently. As the learner gains competence and understanding, the support provided is gradually reduced, allowing them to take on more responsibility for their learning.

88. (a) Polarized; -70mV

Explanation: When a neuron is at resting potential, it is polarized, meaning there is a difference in electrical charge across its membrane. The inside of the neuron is negatively charged compared to the outside. Typically, this resting membrane potential is around -70 millivolts (mV). This state of polarization is essential for the neuron to transmit signals and respond to stimuli effectively.

89. (b) Formal authority of the leader

Explanation: In Fiedler's Contingency Model, situation favorableness is determined by three dimensions: leader-member relationship, task structure, and leader's position power. These dimensions collectively influence the effectiveness of a leader in a given situation. However, formal authority of the leader is not considered as a determinant of situation favorableness in this model. Instead, it focuses on the nature of the relationship between the leader and the group members, the structure of the task, and the amount of power and control the leader has over the situation.

90. (a) Animus

Explanation: In Carl Jung's Analytical Psychology, the animus represents the masculine side of females. It is an unconscious masculine aspect of the female psyche, often associated with assertiveness, rationality, and aggression. Jung believed that every individual, regardless of gender, possesses both masculine (animus) and feminine (anima) aspects in their unconscious, which influence personality and behavior.

91. (d) Ergs

Explanation: In Raymond Cattell's theory, "ergs" are the basic units of motivation. He proposed that these ergs are universal and innate, underlying various human behaviors and drives. Ergs represent the fundamental source of energy that motivates behavior, influencing how individuals respond to different situations and stimuli.

92. (d) Inter-subjectivity precedes intrasubjectivity

Explanation: According to Vygotsky's sociocultural theory, inter-subjectivity, or shared understanding between individuals, develops before intrasubjectivity, which refers to individual internalized mental processes. Vygotsky emphasized the importance of social interaction and collaboration in the development of higher cognitive functions, suggesting that through interactions with others, individuals gradually internalize and transform social knowledge into individual mental structures.

93. (a) There is a universal grammar that applies to all languages

Explanation: Chomsky's Nativist perspective posits that humans are born with an innate capacity for language acquisition, and there exists a universal grammar that underlies all human languages. According to this view, children are predisposed to learn language, and exposure to language simply triggers the activation of this innate linguistic knowledge. This perspective contrasts with theories that emphasize the role of environmental factors, such as caregiver-child interaction, in language development.

94. (b) Sociometry

Explanation: Sociometry is a method used to gather and analyze data on the social relationships within groups. It involves the measurement of social interactions, such as friendships, alliances, and preferences, among group members. Through techniques like sociometric surveys or questionnaires, researchers can identify patterns of choice, communication, and interaction among individuals within the group. This method provides insights into group dynamics, leadership structures, and social networks.

95. (d) Resilience

Explanation: Resilience refers to the ability to bounce back or recover effectively from adversity, trauma, or stress. It involves adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress. Resilient individuals can maintain stable psychological and physical functioning despite encountering difficult or challenging circumstances. They often demonstrate strong coping skills, flexibility, perseverance, and a positive outlook, enabling them to navigate through adversity and emerge stronger from it.

96. (c) Deadline technique

Explanation: The use of limited period offers or sales by online marketing sites such as Amazon or Myntra is an example of the deadline technique. This compliance technique relies on creating a sense of urgency or scarcity by imposing a deadline or time limit for

Answer Key

taking advantage of an offer or making a purchase. It exploits people's fear of missing out (FOMO) and encourages them to act quickly to avoid losing the opportunity. By setting a deadline, marketers aim to increase the likelihood of individuals complying with their requests or making purchases impulsively.

97. (c) Managing organizational conflict

Explanation: The two dimensions of concern for self and concern for others are commonly used to understand different conflict management styles. In managing organizational conflict, individuals may adopt various approaches to address disagreements or disputes within the organization. Understanding one's own and others' concern for self and concern for others can help in selecting the most appropriate conflict resolution strategy, such as collaboration, compromise, accommodation, avoidance, or competition, depending on the situation and the parties involved.

98. (b) Self-system

Explanation: Bandura proposed the concept of the self-system, which encompasses cognitive processes such as perception, evaluation, and regulation of one's own behavior. This self-system plays a crucial role in self-regulation, self-efficacy, and the formation of beliefs and attitudes. Through self-system processes, individuals monitor their actions, evaluate their performance, and regulate their behavior based on internal standards and external feedback.

99. (c) Acquiescence

Explanation: Acquiescence bias refers to the tendency for respondents to agree with statements regardless of their content. By including items that are reverse-scored, test developers can help mitigate this bias. If respondents are merely agreeing with all items without considering their content, the reverse-scored items would disrupt this pattern, aiding in identifying and offsetting the effects of acquiescence bias. While reverse scoring can also help address other response biases, such as social desirability, its primary aim is often to counteract acquiescence bias.

100. (d) Randomly assigning placebo to half of the patients without their knowledge

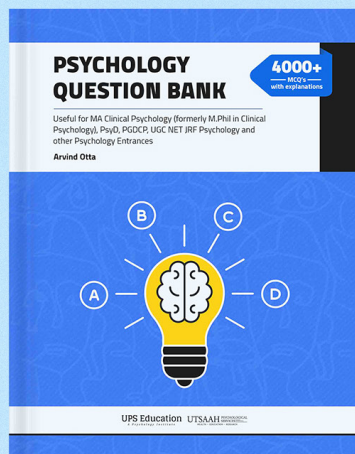
Explanation: In a double-blind procedure, neither the participants nor the researchers involved in administering the treatment know who is receiving the active drug and who is receiving the placebo. This is done to prevent bias in the results and ensure the validity of the study. Randomly assigning placebos to half of the patients without their knowledge helps maintain the blinding of both the participants and the researchers, allowing for unbiased assessment of the drug's efficacy.

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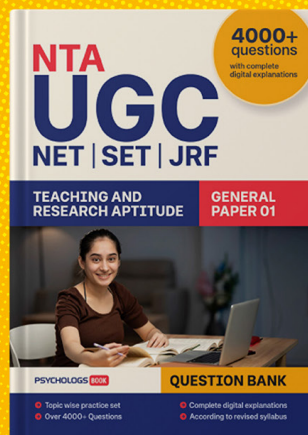


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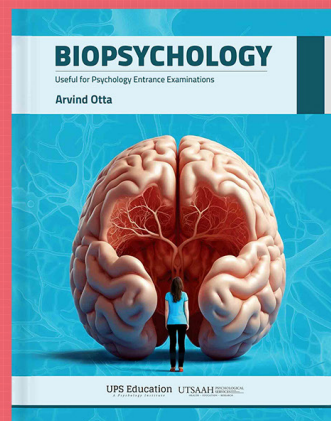


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About the author

Arvind Otta is a prevalent name who has been working continuously for many years toward human rights and equality for persons suffering from mental health issues and playing a vital role in reducing stigma and taboos related to mental health. He has been awarded the Gold medal by the contemporary Lok Sabha Speaker in 2003 and Asia's Youngest Best Mental Health Professional in 2018.

Arvind Otta currently serves as the editor-in-chief of Psychologs magazine, India's only print mental health magazine.

Arvind Otta has been teaching Psychology for the past 15 years and has helped over 10000 students crack various psychology entrance exams. He has authored 8 books on mental health and psychology, wrote 120+ articles & editorials on mental health, and delivered more than 11000 hours of lectures on various platforms, and this process is continuing.

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