**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU -27**

**M.Sc. COUNSELLING PSYCHOLOGY – IV SEMESTER**

**SEMESTER EXAMINATION: APRIL 2023**

**(Examination conducted in May 2023)**

**PY 0121: WORKPLACE PSYCHOLOGY**

**(For current batch students of only)**

**Time: 2 ½ Hours Max Marks: 70**

**This paper contains TWO printed pages and FIVE parts.**

**Answer ONE question from each part. Each part carries 14 marks**

**PART-A**

**(1x14=14)**

1. Imagine you are hired in a start-up which provides mental health services and their vision is to provide online counselling services pan India. How would you use the strategies and steps involved in manpower planning to plan the workforce for this start-up?

OR

1. Elaborate on the influence of technology on human resource management systems.

**PART-B**

**(1x14=14)**

1. Diagrammatically represent the stress model given by Cummings and Cooper. Explain the individual and organizational consequences of stress.

OR

1. Discuss alcohol use as a part of incentivization as well as a maladaptive stress coping method at workplace.

**PART-C**

**(1x14=14)**

1. Explain how you would use cognitive behavioral therapy to help employees deal with job stress.

OR

1. Discuss how interpersonal relationship conflicts can be managed at workplace using any of the counselling techniques.

**PART-D**

**(1x14=14)**

1. Develop an EAP for a digital marketing agency reporting absenteeism and poor job performance.

OR

1. Explain the process of contracting, introducing and terminating counselling at the workplace.

**PART-E**

**(1x14=14)**

1. Elaborate on the psychosocial conditions of work environment that effects the efficiency of employees.

OR

1. Define Absenteeism. Explain the types of absenteeism and the methods used to reduce them.