

**K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH**

**Program: MHRDM Sem IV (2016-19)**

**Subject: Psychometric Testing**

**Date : 15/04/2019**

**Marks: 25**

**Time : 90 mins.**

**Notes:**

- 1. Answer any 5 questions**
- 2. All questions carry equal marks**

1. Explain why psychological tests are important. Give examples of why psychological tests are important. Also describe characteristics common to all psychological tests.
2. Explain the difference between individual decisions and institutional decisions. Explain the difference between absolute decisions and comparative decisions. Give examples.
3. The human resources department of a large corporation has decided to put special emphasis on recruiting job applicants who have motor impairment. The applicants will be asked to take a battery of employment tests to determine whether they qualify to be hired. What ethical responsibilities does the human resource staff have when testing these applicants? What actions should the staff take to be sure that the applicants receive ethical treatment during the testing process?
4. What is a norm group? Explain the purpose of a norm group and how a norm group is developed. Give examples.
5. Explain the similarities and differences between predictive evidence of validity and concurrent evidence of validity. Give examples.
6. Define reliability and describe three methods for estimating the reliability of a psychological test and its scores.
7. Short notes (any one)
  - a. MBTI
  - b. FIRO--B