

Society For Industrial And Organizational Psychology Practice Test Questions and Answers

1. What is the primary focus of job analysis in industrial and organizational psychology?

- A) Determining employee salary ranges
- B) Systematically identifying tasks, behaviors, and requirements necessary for effective job performance
- C) Creating employee social media policies
- D) Designing office layouts and workspace

2. Which statistical method is most appropriate for validating employee selection tests?

- A) Simple frequency distributions
- B) Correlation and regression analysis to establish criterion-related validity
- C) Basic mean calculations only
- D) Qualitative interviews exclusively

3. According to Herzberg's Two-Factor Theory, which elements are considered motivators?

- A) Salary and job security only
- B) Achievement, recognition, responsibility, and opportunities for growth
- C) Company policies and working conditions
- D) Supervision and interpersonal relationships

4. What is the most effective approach for conducting organizational climate surveys?

- A) Anonymous surveys with management involvement only
- B) Confidential, scientifically designed surveys with representative sampling and follow-up action plans
- C) Informal conversations with selected employees
- D) Exit interviews exclusively

Answers: 1-B 2-B 3-B 4-B

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