


Name: Enrolment No:			
<p style="text-align: center;">UPES End Semester Examination, May 2025</p> <p>Course: Positive Psychology Semester: VI Program: IntBBA_MBA_General Course Code: HRES3043 Instructions: Attempt all the questions using the details.</p> <p style="text-align: right;">Time : 03 hrs. Max. Marks: 100</p>			
SECTION A 10Qx2M=20Marks			
S. No.		Marks	CO
Q 1	Who is considered the founder of Positive Psychology? a) Daniel Goleman b) Carl Jung c) Martin Seligman d) Abraham Maslow	2	CO1
Q 2	What does the "P" in the PERMA model stand for? a) Positivity b) Performance c) Personal Growth d) Positive Emotion	2	CO1
Q 3	What is the purpose of the VIA Character Strengths Survey? a) To measure job satisfaction b) To identify personal strengths c) To assess intelligence d) To evaluate emotional intelligence	2	CO1
Q 4	Which model is commonly used in coaching for goal-setting? a) SMART Model b) GROW Model c) SWOT Model d) DISC Model	2	CO1
Q 5	According to the self-determination theory, which of the following is NOT a basic psychological need? a) Competence b) Autonomy c) Wealth d) Relatedness	2	CO1

Q 6	What does "PsyCap" stand for in the context of workplace well-being? a) Physical Capital b) Psychological Capital c) Professional Capability d) Performance Capital	2	CO1
Q 7	Which of the following is a component of Mindfulness-Based Stress Reduction (MBSR)? a) Intense exercise b) Time management training c) Focused breathing and meditation d) Public speaking	2	CO1
Q 8	What is the aim of job crafting? a) Outsource routine tasks b) Align tasks with strengths and values c) Increase overtime d) Change job titles	2	CO1
Q 9	Which theory helps understand cultural differences in work-related values? a) Broaden-and-Build Theory b) Maslow's Hierarchy c) Hofstede's Cultural Dimensions Theory d) Self-Determination Theory	2	CO1
Q 10	Positive Psychology primarily focuses on: a) Diagnosing mental illness b) Enhancing positive human functioning c) Analyzing unconscious motives d) Managing workplace conflict	2	CO1
SECTION B 4Qx5M= 20 Marks			
Q 11	Describe the purpose of the GROW model in coaching with examples.	5	CO2
Q 12	Explain the term "job crafting" in the workplace context and its advantages.	5	CO2
Q 13	Extend why psychological safety is important for teams.	5	CO2
Q 14	Infer the main idea behind "positive emotions expand awareness and encourage resource building over time".	5	CO2

SECTION-C 3Qx10M=30 Marks			
Q 15	Few employees are experiencing work-related burnouts. Apply mindfulness-based interventions to help them manage stress and improve their psychological well-being.	10	CO2
Q 16	Managing a multicultural team with work-related challenges due to cultural differences. How would you apply concepts from intercultural competence and global emotional intelligence to promote a positive and inclusive team environment?	10	CO3
Q 17	You are a team leader in an organization where employees are struggling to stay engaged. Apply the Self-Determination Theory to design a basic action plan that enhances autonomy, competence, and relatedness among your team members.	10	CO3
SECTION-D 2Qx15M= 30 Marks			
Q 18	<p>You are an HR manager in a mid-sized IT company. Recent employee feedback shows a drop in motivation and a sense of disconnect from work. Many teams' members report feeling that their strengths are underutilized, and they lack clarity on how their work aligns with their personal and career goals.</p> <p>Question: Analyze the challenges in this situation using the principles of Strengths-Based Coaching and the GROW Model. Propose a strategic plan to improve employee engagement.</p>	15	CO3
Q 19	<p>Abhishek is a team leader in a consulting firm and recently went through a personal loss while managing a high-pressure project. Despite support from his manager, he feels emotionally overwhelmed and is finding it hard to cope with both work and personal responsibilities. His team's performance is also affected due to her low energy and lack of engagement.</p> <p>Question: Analyze Abhishek's situation using the concepts of resilience and coping mechanisms. Construct a strategy that includes both individual-level and organizational-level interventions to support his well-being.</p>	15	CO3