

THE OPEN UNIVERSITY OF SRI LANKA  
FACULTY OF HEALTH SCIENCES  
DEPARTMENT OF PSYCHOLOGY & COUNSELLING  
ACADEMIC YEAR 2020/2021- SEMSETER II



**BACHELOR OF SCIENCE HONOURS IN PSYCHOLOGY**  
**PLU5312 – OCCUPATIONAL HEALTH PSYCHOLOGY – LEVEL 5**  
**CONTINUOUS ASSESSMENT TEST II - NBT 1**  
**DURATION: ONE HOUR**

DATE: 04<sup>th</sup> JUNE 2022

TIME: 03.00PM –04.00PM

REGISTRATION NO: .....

**IMPORTANT INSTRUCTIONS/ INFORMATION TO CANDIDATES**

- This question paper consists of **09 pages** with **20 Multiple Choice Questions (Section 1)** and **12 Short Answer Questions (Section 2)**.
- Write your Registration Number in the space provided.
- Answer **ALL** questions.
- **Multiple Choice Questions (Section 1):** Indicate answers in the answer sheet provided by placing a cross (X) in **INK** in the relevant cage (answers in pencil will **NOT** be marked)
- **Short Answer Questions (Section 2):** Write answers within the space provided.
- Do **NOT** remove any page/part of this question paper from the examination hall.
- Do **NOT** keep unauthorized material, including mobile phones and other electronic equipment, with you during the examination.

**SECTION 1: MULTIPLE CHOICE QUESTIONS (20 QUESTIONS – 40 MARKS)**

- 1 Who was one of the first to identify both physical and psychological health problems of employees affecting work performances?
  - a Sigmund Freud
  - b Karl Marx
  - c Philp Taylor
  - d Friedrich Engels
  
- 2 What are the main objectives of Occupational Health Psychology as a practitioner's field?
  - a. To form healthy workplaces for employees to produce, serve, grow, and be valued
  - b. To assist employers to protect organisations, evaluate, maintain and increase profits
  - c. To build healthy workplaces for all stakeholders to maintain the company performance
  - d. To offer help and assist the human resources to select, train and build healthy workplace
  
- 3 What is the commonly used health promotion method by an Occupation Health Psychologist in elimination of risks to employee health and safety?
  - a. Holistic promotion
  - b. Primary prevention
  - c. Resource promotion
  - d. Secondary prevention
  
- 4 Which of these is lists the threefold focus of the Journal of Occupational Health Psychology publication?
  - a. Employee turnover, organisational management and work-life balance in relation to employees holistic wellbeing
  - b. Work and non-work integration, organisational performances and mental wellbeing of employees
  - c. Organisation of work, employee psychological attributes, work-nonwork interface in relation to employee health and well being
  - d. Health, safety and wellbeing of work community, organisation of human resources and work-life integration
  
5. What is another name given to the 'Iso–Strain Model' introduced under the Interactional theories of Occupational Health Psychology?
  - a. Person – Environment Fit Model
  - b. The Job Demand control-Support Model
  - c. The Job Demand resources Model
  - d. The Effect Reward Imbalance Model

6. What are the characteristics of an 'active job' according to The Job-Demand Control (JDC) model developed by Karasek?
  - a. High demands with high control
  - b. Low demands with high control
  - c. High demands with low control
  - d. Low demands and low control
  
7. Both qualitative and quantitative studies help research to advance knowledge. What would be used in a 'vignette-based' study in an Occupational Health Psychology research study?
  - a. Surveys
  - b. Questionnaires
  - c. Scenarios
  - d. Laboratories
  
8. Which of the following as a goal of research is attempting to control a phenomenon?
  - a. Conducting a job analysis to prevent stress at workplace
  - b. Conducting an experiment to search stressors at workplace
  - c. Controlling the organisational policy to limit recruitment
  - d. Convincing the employees to create a worker's union
  
9. Which of the following category of diseases is correlated with risk factors such as radiation, air pollution and low ventilation at workplaces?
  - a. Acute communicable diseases
  - b. Non communicable chronic diseases
  - c. Occupational Communicable diseases
  - d. Ergonomic health hazards
  
10. Which of the following can be included in a workplace health intervention to promote employee's personal wellness?
  - a. Investing in community service projects
  - b. Improving organisational health hazard manual
  - c. Developing criteria to selecting healthier employees
  - d. Balanced food offerings in workplace cafeterias
  
11. Chose the most vulnerable occupations at risk for PTSD (Post-Traumatic Stress Disorder) due to the conditions of their occupation?
  - a. Police officers, firefighters and ambulance personnel
  - b. Teachers, firefighters and human resource personnel
  - c. Engineers, lawyers, and civil service administrators
  - d. Firefighters, medical professionals and investment brokers

12. Which of the following terms is suitable to identify the situation where employees are symptomatic and under-performing, but they still report to work?
- a Systematism
  - b Presenteeism
  - c Absenteeism
  - d Preventism
13. According to Effort-Reward Imbalance model which of the following can be observed due to lack of reward to employees?
- a Low self esteem
  - b High locus of control
  - c Low self-balance
  - d High susceptibility
14. Which of these is a successful intervention for preventing occupational stress at work?
- a Preparing work schedules with repetitive tasks
  - b Creating job roles with low level of control
  - c Ensuring top-down approach decision process
  - d Arranging predictable working hours
15. According to Maslach what should be the primary goal of a burnout related intervention planned for an organisation?
- a Decreasing organisational demands
  - b Increasing work engagement
  - c Adapting labour law and policies
  - d Allowing stakeholders to intervene
16. Which of the following factors are known as significant correlates of resilience?
- a Trainability and engagement
  - b Belongingness and self-esteem
  - c Hardiness and self-efficacy
  - d Cynicism and perception
17. Which of these is a 'core agency' of social support that helps employees to mitigate stressful circumstances at work?
- a Received support
  - b Accepted support
  - c Induced support
  - d Perceived support

18. Which of the following statement is most accurate in relation to social support at workplace?
- a There is a positive relationship between stress and workplace social support
  - b There is a negative relationship between burnout and workplace social support
  - c There is a positive relationship between illnesses and workplace social support
  - d There is a negative relationship between cynicism and workplace social support
19. What are the main components of a 'PsyCap training programme' that can be recommended as a workplace intervention to promote wellbeing?
- a Resilience, Control, Gratitude, Positivism
  - b Hopefulness, Self-esteem, Attitudes, Peace
  - c Self-efficacy, Optimism, Hope, Resilience
  - d Loving-kindness, Helpfulness, Hope, Love
20. What are the characteristics of an employee working with 'vigour'?
- a High energy, Resilience, Invested effort, Perseverance
  - b Preparedness, Dedication, Derangement, Resilience
  - c Engagement, Altruism, Positive approach, High aversion
  - d High effort, Cynicism, Perseverance, Organisation

**SECTION 2: SHORT ANSWER QUESTIONS (60 MARKS)**

**WRITE ANSWERS WITHIN THE SPACE PROVIDED.**

1. List five benefits that employees can gain from Occupational Health Psychologists. (5 marks)

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2. Name the two main associations that help to advance the field of Occupational Health Psychology in recent years. (5 marks)

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3. Briefly explain the main objective of Transactional/Process theories of Occupational Health Psychology (5 marks).

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4. A research study reports the following as one of their main findings. ‘Workers sleep insufficiency resulted in lower safety compliance’. Briefly explain a recommendation that can be made to an organisation based on these results. (5 marks)

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5. Briefly explain what is known as ‘work related mortality rate’? (5 marks)

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6. List five characteristics of an employee who might be suffering from a mood disorder? (5 marks).

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7. Mental health literacy is important for workplace wellbeing. Briefly explain the term mental health literacy (5 marks).

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8. List two subscales of Maslach’s Burnout Inventory (MBI) (5 marks).

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9. Briefly explain the key features and consequences of problem faced coping strategies (5 marks).

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10. Identify the two main components of a stress management programme proposed for an organisation. (5 marks)

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11. Briefly explain the ‘extrinsic motivational role’ of job resources in a work environment? (5 marks)

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12. Briefly describe what is known as Positive Organizational Scholarship which has contributed to developing Positive Occupational Health Psychology (5 marks)

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**ANSWER SHEET FOR SECTION 1**

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