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THE OPEN UNIVERSITY OF SRI LANKA  
FACULTY OF HEALTH SCIENCES  
DEPARTMENT OF PSYCHOLOGY & COUNSELLING  
2020/2021 – SEMSETER II—FINAL EXAMINATION



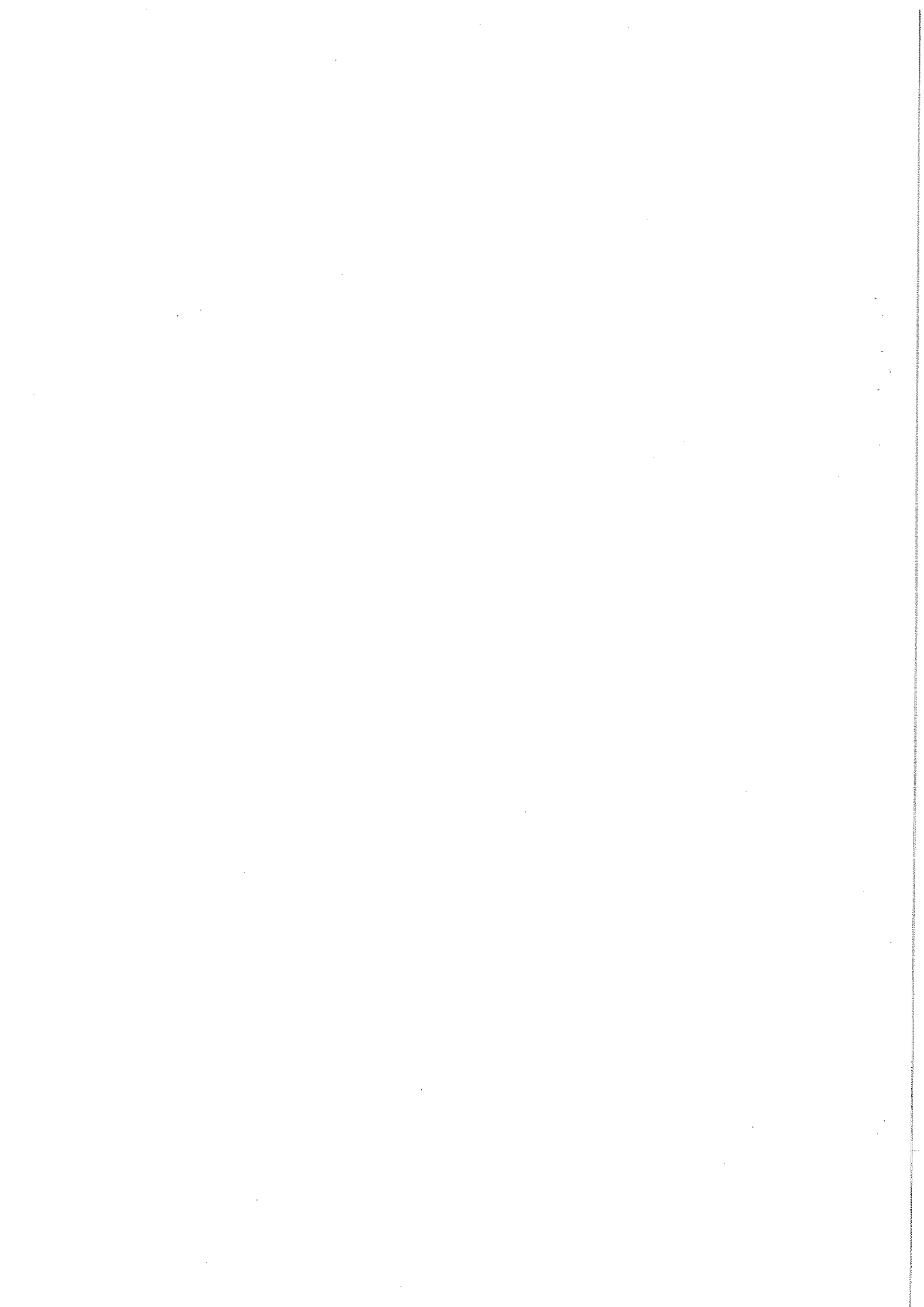
BSC (HONS) IN PSYCHOLOGY  
PLU4308 – INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY- LEVEL 4  
FINAL EXAMINATION PAPER  
DURATION: 02 HOURS

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DATE: 07<sup>TH</sup> OCTOBER 2022

TIME: 9.30AM – 11.30AM

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INDEX NO: .....

## SECTION 2: STRUCTURED ESSAY QUESTIONS (60 MARKS)

Choose 04 out of the 06 questions given below and answer using the provided answer sheets

2.1 Many organisations are broadening their definitions of talent management and supporting and developing the “talents” of all their employees. In this respect, “talent” may be used to encompass the entire workforce of an organisation.

- a) What are the 6 main areas of the talent management process? (5 marks)
- b) Explain one of the 6 areas of the talent management process. (5 marks)
- c) What are two benefits to having a talent management strategy as an essential corporate strategy? (5 marks)

2.2 There are many theories of Industrial Relations that have been successful and not so successful over the years.

- a) Using the unitary theory of Industrial Relations, describe how this theory would handle conflict in the workplace. Use an example of your preference to describe this theory. (7 marks)
- b) To arrive at effective industrial relations, you need a combination of legal and behavioural dimensions. Explain the meaning and importance of these two dimensions. (8 marks)

2.3 An organisational psychologist wanted to investigate whether giving employees an incentive of a bonus at the end of the year, helps increase the sales target achieved. She asked two employees to take part. One employee was offered £50 for every sales target achieved. The second employee did not receive any rewards.

- a) What is the independent variable and the dependent variable?

- b) Now that the organisational psychologist has identified the independent and dependent variable, she would like to conduct the research process/cycle. What are the 5 key steps in the research cycle?
- c) In order to conduct this research, the organisational psychologist would like to opt for those that are conveniently available in the department closest to where she is working. What is this sampling non-probability sampling method called?
- 2.4 Organizational commitment is also a multi-dimensional construct. According to Meyer and Allen (1991) there are three forms of organizational commitment.
- a) What are the three forms of organisational commitment? (5 marks)
- b) Choose two forms of organisational commitment and describe it using an example of your choice. (10 marks)
- 2.5 Richard Branson of the Virgin Group, Martin Luther King Jr, and President John F Kennedy can be considered as transformational leaders. They achieved superior results by using one or more of the four components of transformational leadership.
- a) List the four components of Transformational Leadership
- b) Choose one from the four components mentioned above and describe how it is used in an example of your choice.
- 2.6 Due to COVID 19, many organisations had to adapt their employee selection methods. Evaluate the use of two employee selection methods of your choice that were adapted due to the pandemic. Ensure you speak about the advantages and disadvantages for each selection method and conclude by providing your opinion on your preferred selection method from the two.
- (15 marks)

-----END OF QUESTION PAPER-----