

THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF HEALTH SCIENCES
DEPARTMENT OF PSYCHOLOGY & COUNSELLING
ACADEMIC YEAR 2022/2023 – SEMESTER II



BSC HONS IN PSYCHOLOGY
PLU5312 – OCCUPATIONAL HEALTH PSYCHOLOGY - LEVEL 5
CONTINUOUS ASSESSMENT TEST – NBT I
DURATION: 1 ½ HOURS

DATE: 06.06.2023

TIME: 2.00-3.30pm

INDEX NO:

IMPORTANT INSTRUCTIONS/ INFORMATION TO CANDIDATES

- This question paper consists of **09** pages with **TWO** sections.

Section 1: 20 Multiple Choice Questions - (40 Marks)

Section 2: 12 Short Answer Questions - (60 Marks)

- Write your INDEX NO in the space provided.
- **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 the answer within the space provided.
- Do **NOT** remove any page/part of this question paper from the examination hall.
- Do **NOT** keep unauthorized materials, including mobile phones and other electronic equipment, with you during the examination

SECTION 1: Multiple Choice Questions (20 Questions-40 Marks)

- 1.1 Who was the first to present work related to the health of the workers in the publication of 'The condition of the working class in England (1845)?
- a Sigmund Freud
 - b Friedrich Engels
 - c Abraham Maslow
 - d Karl Marx
- 1.2 Which one of the following authors wrote "The Principles of Scientific Management" which received much attention to management practices in the United States and other countries?
- a Wood & Patrick (1990)
 - b Karl Marx (1867)
 - c Abraham Maslow (1943)
 - d Fedrick Taylor (1911)
- 1.3 According to the American Psychological Association (2019), the field of Occupational Health Psychology found many commonalities with the topic areas and research trends that are elaborated and valued in
- a Health Psychology
 - b Environmental Psychology
 - c Occupational safety
 - d Industrial and Organizational Psychology
- 1.4 In Occupational Health Psychology, which of the following approaches promotes the elimination of risks to employees' safety and health?
- a occupational safety
 - b primary prevention
 - c health education
 - d health promotion
- 1.5 Which one of the following proposed the Effort–Reward Imbalance (ERI) model which was derived from Effort–Reward Imbalance (ERI) theory?
- a Herzberg (1968)
 - b Karasek (1979)
 - c Siegrist (1996)
 - d Caplan (1983)

- 1.6 Several health issues have been reported among healthcare workers around the world. Which of the following diseases has been identified as a significant occupational threat for healthcare professionals worldwide?
- a Cancer
 - b Tuberculosis (TB)
 - c Malaria
 - d COVID 19
- 1.7 Different factors influence health of employees. Which one of the following has an effect on long-term sickness and loss of employment?
- a Occupational stress
 - b Blood pressure
 - c HIV AIDS
 - d SARS - CoV
- 1.8 There are several risk factors related to mental health problems. Which of the following can be identified as a common occupational risk factor related mental health problems?
- a Employer attitudes
 - b Workload
 - c Family influences
 - d High job demand
- 1.9 Employees experience various mental health issues due to work-related stress. Which of the following is considered as an occupational phenomenon which is a result of prolonged exposure to stress in the workplace?
- a attitudes
 - b emotions
 - c burnout
 - d conflicts
- 1.10 Researchers have conducted research on work-related stress and its effects on employees. Which one of the following researchers carried out the initial research on burnout in the 1970's?
- a Abraham Maslow
 - b Hans Selye
 - c Freudenberg
 - d Leon Festinger

- 1.11 Which one of the following characteristics can be measured by Shirom-Melamed Burnout Measure (SMBM)?
- Exhaustion and disengagement from work.
 - Physical fatigue, emotional exhaustion, and cognitive weariness.
 - Exhaustion at work, cynicism towards meaning of work.
 - Physical and psychological exhaustion.
- 1.12 ‘Cognitive and behavioural efforts’ put into managing or minimizing and, in some instances, tolerating stress’. Which of the following concepts has been described in this definition?
- Creativity
 - Coping
 - Behaviour
 - Cognition
- 1.13 Different theorists have explained mind and body phenomena. Which one of the following philosophers introduced the conceptualization of human beings as composed of mind and body?
- John Locke
 - Plato
 - Rene Descartes
 - Confucius
- 1.14 Which of the following best describes the four types of jobs explained by the Demand - Control model?
- High strain jobs, low strain jobs, passive jobs, active level
 - High strain jobs, low strain jobs, government jobs, active level
 - High strain jobs, professional jobs, passive jobs, active level
 - High strain jobs, low strain jobs, unpaid jobs, active level
- 1.15 According to the Siegrist’s Effort-reward imbalance model
- social reciprocity and the imbalance between labour being low is demanded by a job.
 - social reciprocity and the imbalance between effort being low is demanded by a job.
 - social reciprocity and the imbalance between effort being demanded by a job.
 - social reciprocity and the imbalance between effort being high demanded by a job.
- 1.16 Lack of reciprocity for the effort expended by the worker could lead to
- negative effects on the employee’s self-confidence.
 - negative effects on the employee’s self-esteem.
 - positive effects on the employee’s self-esteem.
 - positive effects on the employee’s self-esteem.

- 1.17 According to Lazarus and Folkman's (1984) theory of stress and coping, stress is a dynamic process which involves in two levels of appraisals. Which of the following best describes these two levels?
- a Transaction between individual factors and family factors
 - b Transaction between family factors and environmental factors
 - c Transaction between individual factors and environmental factors
 - d Transaction between social factors and family factors
- 1.18 Work demands can be in the form of Which one of the following is the best answer?
- a physical, cognitive, and emotional and influence individual wellbeing.
 - b biological, social, and emotional influence individual wellbeing.
 - c physical, cognitive, and social influence individual wellbeing.
 - d physical, social, and spiritual influence individual wellbeing.
- 1.19 Stress management involves control and reduction of tension which occur in stressful conditions. Which of the following can be included in this process?
- a Stress of family
 - b Autogenic training
 - c Being serious
 - d Inadequate sleep
- 1.20 Job Demands -Resource model classifies job conditions into two main groups. Which one of the following best describes the two groups?
- a Job growth and job demands.
 - b Job resources and job performance.
 - c Job growth and job performance.
 - d Job resources and job demands.

INDEX NO:

ANSWER SHEET FOR SECTION-1

Q. No.	(a)	(b)	(c)	(d)
1.1				
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SECTION 2: SHORT ANSWER QUESTIONS (60 MARKS)

All Questions are compulsory.

2.1 What is Occupational Health Psychology? (5 marks)

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2.2 Define Occupational Health and Safety. (5 marks)

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2.3 Name the areas in Occupational Health Psychology related to other disciplines. (5 marks)

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2.4 Describe two (02) benefits of Occupational Health Psychology. (5 marks)

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2.5 Describe five (05) benefits and uses of Occupational Health Psychology to the employees. (5 marks)

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2.6 Describe two (02) main representative bodies of Occupational Health Psychology that have constructive, mutually beneficial, working relationships. (5 marks)

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2.7 What is Transactional (process) theory? (5 marks)

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2.8 List the four (04) different types of jobs explained by the job Demand–Control model. (5 marks)

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2.9 Define the term “job demands”. (5 marks)

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2.10 Briefly describe the main data collection tools used in Occupational Health Psychology research. (5 marks)

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2.11 Briefly describe the role of social support. (5 marks)

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2.12 Briefly describe the term “work engagement”.

(5 marks)

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

