



BSC (HONS) IN PSYCHOLOGY
PLU 4308– INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY- LEVEL 4
FINAL EXAMINATION PAPER
DURATION: 03 HOURS

DATE: 24TH OCTOBER 2024

TIME: 9.30 AM-12.30 PM

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 Application of psychological principles and research methods helps to improve the overall work environment.

- a) Briefly describe five (05) ways that psychological principles and research help to the workplace. (07 marks)
- b) Discuss the role of I/O Psychologists in ensuring the well-being of the employees and the productivity of the organization. (08 marks)

2.2 “Intelligence predicts occupational success”

- a) Evaluate traditional views on cognitive ability with examples. (07 marks)
- b) Identify strengths and weaknesses of the theory of multiple intelligence. (08 marks)

2.3 Organizations constructed interviews with shortlisted candidates to assess their qualifications, skills, experiences, and fit with the organization’s culture.

- a) Do you identify ‘the interview’ as a reliable selection method for potential future employees? Critically discuss. (05 marks)
- b) Briefly describe another personnel selection method which can be incorporated with interviews to improve the quality of the outcome. (05 marks)
- c) Briefly describe two (02) main biases/limitations of ‘interview’ as a selection method with examples. (05 marks)

2.4 “Ergonomics highly associate with the well-being of employees.”

- a) Select one (01) of three types of ergonomics (physical, cognitive, organisational) and briefly discuss what components that can be listed under the selected type. *(05marks)*
- b) By taking an example briefly describes how ergonomics can be used to manage existing issues in an organisation. *(05 marks)*
- c) Briefly describe five main benefits of ergonomics. *(05 marks)*

2.5 “A team is more than a collection of individuals.”

- a) Briefly describe the main five characteristics of a group. *(05 marks)*
- b) Briefly discuss the advantages of forming groups among employees in an organization. *(05 marks)*
- c) Identify one (1) dysfunctional group behaviours with examples and discuss its negative impact of the effectiveness of the team and organization. *(05 marks)*

2.6 .Describes three (03) topics of following

- a) Industrial Psychology
- b) Motivation at the workplace
- c) Job satisfaction
- d) Organizational citizenship behaviour
- e) Organizational change
- f) Reward management *(3 x 5 marks)*

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