



BSC (HONS) IN PSYCHOLOGY
PLU 5312– OCCUPATIONAL HEALTH PSYCHOLOGY- LEVEL 5
FINAL EXAMINATION PAPER
DURATION: 03 HOURS

DATE: 25TH OCTOBER 2024

TIME: 2.00PM – 5.00PM

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 “Occupational Health Psychology (OHP), which emerged in the 1990s, is an interdisciplinary field within Applied Psychology. It aims to understand the complex relationship between workplace practices, worker behavior, and overall health.”

a) Explain the Hawthorne studies' significance and impact on understanding workers' behavior and productivity. (7 marks)

b) Identify and explain the contributions of two (02) other disciplines related to Occupational Health Psychology in promoting employee well-being. (8 marks)

2.2 Meena has been working as a teacher at a public school for five years. Recently, she has been feeling increasingly stressed due to managing large class sizes, dealing with disruptive students, and meeting constant administrative demands. Despite these challenges, she is passionate about teaching and always strives to give her best. However, she feels unsupported by her colleagues and supervisors, with little acknowledgment of her efforts. Meena's salary has remained stagnant, and opportunities for professional growth are limited. As a result, she has begun to experience physical exhaustion, frequent headaches, and feelings of frustration.

a) Identify and discuss the components Job-Demand Resources (JD-R) model and use examples from Meena's case study. (6 Marks)

b) Based on the Effort-Reward Imbalance (ERI) model, explain how the imbalance between Meena's efforts and the rewards she receives might affect her mental and physical well-being. (9 Marks)

- 2.3 Nimali is a dedicated nurse, who loved her job but she felt increasingly overwhelmed as patient demands escalated during a health crisis. Long shifts without adequate breaks left her exhausted, and the lack of support from her colleagues made her feel isolated. As the pressure mounted, she began to doubt her skills and felt disconnected from her patients. Recognizing she needed help, Nimali reached out to a therapist and learned the importance of self-care. She started prioritizing her well-being with daily walks and mindfulness practices.**

- a) Define the term “burnout” and list three (03) causes of burnout in an occupational environment. (5 Marks)
- b) Define what is “resilience” and two (02) factors affecting resilience of an individual. (5 Marks)
- c) Using the case study details as an example, discuss occupation-related burnout among health care workers. (5 marks)

- 2.4 “Well-being in the workplace is essential for fostering a healthy and productive environment. When employees feel physically and mentally supported, they are more engaged, motivated, and resilient, leading to increased job satisfaction and lower turnover rates.”**

- a) Using examples briefly explain three common work-related stressors and their potential impact on employee wellbeing and organizational outcomes. (6 Marks)
- b) Explain two main paths for workplace intervention introduced by the WHO to promote employee health and wellbeing using one example for each. (5 marks)
- c) Describe two levels of preventative measures organizations can take to reduce occupational stress and provide one example for each. (4 Marks)

- 2.5 “Organizational culture refers to the shared values, beliefs, and practices that shape the behaviors and interactions of employees within a company. It influences everything from decision-making and communication to employee engagement and overall organizational effectiveness.”**

- a) Compare and contrast team and hierarchy type of organizational cultures using the Competing Values Framework (CVF). (7 marks)
- b) Discuss the role of leadership in shaping organizational culture. Include in your answer the significance of different leadership styles in influencing employee behavior and commitment. (8 marks)

2.6 Write short notes on three (03) of the following topics.

- a) Stress and coping in work settings
- b) Workplace injury prevention
- c) Positive Occupational Psychology
- d) Mental health promotion at workplace
- e) Risks associated with working from home

(5 marks x 3)

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