

THE OPEN UNIVERSITY OF SRI LANKA  
FACULTY OF HEALTH SCIENCES  
DEPARTMENT OF PSYCHOLOGY & COUNSELLING  
ACADEMIC YEAR 2024/2025 – SEMESTER II



BSC HONS IN PSYCHOLOGY  
PLU5312 – OCCUPATIONAL HEALTH PSYCHOLOGY - LEVEL 05  
CONTINUOUS ASSESSMENT TEST – NBT I  
DURATION: 1 ½ HOURS

DATE: 22<sup>nd</sup> JULY 2025

TIME: 11.30 am – 01.00 pm

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**IMPORTANT INSTRUCTIONS/ INFORMATION TO CANDIDATES**

- This question paper consists of **10 pages** with **TWO sections**  
  
Section 1: 20 Multiple Choice Questions - (40 Marks)  
  
Section 2: 12 Short Answer Questions - (60 Marks)
- Write your INDEX number 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 “A study investigates how sleep quality affects safety behaviors among construction workers by using surveys at multiple time points”. What type of research design does this describe?
- Longitudinal quantitative study
  - Qualitative case study
  - Cross-sectional survey
  - Experimental design
- 1.2 “Organizations that proactively address stress-related issues through Occupational Health Psychology (OHP) often experience several positive outcomes”. A key organizational benefit of addressing stress-related issues through OHP is.....Which of the following is the correct answer?
- generating more legal disputes in the workplace
  - improving worker efficiency and reducing risks
  - increasing presenteeism rates among employees
  - completely avoiding psychological factors at work
- 1.3 Which of the following is the correct answer to explain the impact due to an increase in mental health literacy according to the mental health promotion strategies?
- It helps to reduce absenteeism in the workplace
  - It helps to prevent physical illnesses in employees
  - It helps to manage and prevent mental disorders
  - It helps to limit mental health resources at work
- 1.4 “Burnout is a psychological syndrome that can result from chronic workplace stress that has not been successfully managed”. Among various personality traits, which one is most associated with a higher risk of burnout?
- Extraversion
  - Conscientiousness
  - Agreeableness
  - Neuroticism
- 1.5 “Self-reported survey data is widely used in Occupational Health Psychology (OHP) research to assess factors like stress, engagement, and job satisfaction”. Which of the following is a common criticism of self-reported survey data in OHP research?
- It provides too much detailed qualitative information
  - It cannot be analysed statistically
  - It requires expensive experimental setups
  - It often lacks reliability and validity due to subjective responses

- 1.6 The Job Demands-Resources (JD-R) model explains how various aspects of the work environment can influence employee well-being and performance. Within the JD-R model, job resources are described as ..... Which of the following is the correct answer?
- job aspects are increasing demands and stress levels
  - characteristics leading to employee burnout
  - aspects reducing stress and promoting growth
  - factors that only affect physical work conditions
- 1.7 Which of the following is a key focus area in modern Occupational Health Psychology to improve work environments?
- Promoting the use of physical safety equipment
  - Considering psychosocial factors like leadership and support
  - Focusing mainly on increasing employee salaries
  - Eliminating emotional factors from the workplace
- 1.8 “Occupational Health Psychology (OHP) has been shaped by different regional perspectives, with Europe and North America offering distinct approaches to its definition and application”. Which of the following is the best answer to explain the major differences between the European and North American perspectives of OHP?
- North America integrates multiple disciplines beyond psychology
  - Europe focuses only on engineering solutions
  - Europe completely ignores psychological contributions
  - North America does not use applied psychology
- 1.9 “In the field of positive organizational behavior, interventions like the Psychological Capital (PsyCap) programme are designed”. What core areas does the PsyCap programme focus on building?"
- Anxiety management and stress avoidance
  - Self-efficacy, optimism, hope, and resilience
  - Emotional detachment and low involvement
  - Avoidance of organisational responsibility
- 1.10 “In the context of occupational health, understanding the root causes of non-communicable diseases (NCDs) is crucial”. Non-communicable diseases (NCDs) are primarily caused by..... Which of the following is the correct answer?
- infectious agents spread from person to person
  - genetic predisposition without other influences
  - physiological, genetic, environmental, and behavioral factors
  - exposure to viruses and infections at work

- 1.11 “According to the equity theory, individuals tend to compare the effort they invest and the rewards they receive with those of others in similar situations”. Based on this understanding, individuals perceive well-being as higher when ..... Which of the following is the correct answer?
- they give more support than they receive.
  - they receive more support than they give.
  - there is no social support involved.
  - their social relationships are perceived as reciprocal.
- 1.12 Which of the following are experienced under prolonged stress as describe in the final stage according to the Selye’s General Adaptation Syndrome (GAS)?
- Alarm, with heightened awareness and reaction
  - Resistance, with coping mechanisms activated
  - Adaptation, promoting positive health changes
  - Exhaustion, leading to burnout and illness
- 1.13 “The Hawthorne Studies at the Western Electric Company revealed unexpected insights about worker behavior”. What was the key finding of the Hawthorne Effect identified during the Western Electric Company studies?
- Workers’ productivity improved solely due to better wages
  - Strict rules and punishment increase employee satisfaction
  - Being observed or studied can influence workers’ behaviour
  - Emotions should be completely removed from the workplace
- 1.14 Which leadership style is closely linked to enhancing work engagement by inspiring and empowering employees?
- Transactional leadership
  - Engaging leadership
  - Laissez-faire leadership
  - Authoritarian leadership
- 1.15 What is the term used to describe when employees attend work despite being symptomatic, resulting in reduced performance?
- Presenteeism
  - Absenteeism
  - Unemployment
  - Labour turnover

- 1.16 “Naduni works long hours and takes extra responsibilities at TechNova but receives no recognition, promotion, or rewards”. According to the Effort-Reward Imbalance (ERI) model, this situation reflects.....Which of the following is the correct answer?
- failed reciprocity, increasing stress risk
  - Naduni’s personal values do not match with organizational values
  - Naduni has high job demands with low job control
  - the resources provided are fewer compared to the job demands
- 1.17 “Shift work has been associated with various health concerns, and Type 2 diabetes is one of them”. Which factor contributes to the increased risk of work-related Type 2 Diabetes among shift workers?
- Reduced social and family activities
  - Disruption of the body’s circadian rhythm
  - Increased use of tobacco products
  - Lower levels of physical exercise
- 1.18 Who can be credited for the initial conceptualization and development of the field of Occupational Health Psychology (OHP)?
- Cox and Houdmont
  - Demerouti and Bakker
  - Raymond, Wood, and Patrick
  - Luthans and Fredrickson
- 1.19 “The Effort-Reward Imbalance (ERI) model has been influential in occupational health psychology for understanding work-related stress”. Who introduced the Effort-Reward Imbalance (ERI) model?
- Robert Karasek
  - Michael Frese
  - Wilmar Schaufeli
  - Johannes Siegrist
- 1.20 Occupational stress can have significant impacts on both employee health and organizational productivity. Primary prevention of occupational stress focuses on:
- Screening and coping after stress has occurred
  - Providing health insurance and return-to-work plans
  - Teaching individuals personal time management only
  - Reducing stress by improving job and task design

INDEX NO: .....

**ANSWER SHEET FOR SECTION-I**

Q. No.	(a)	(b)	(c)	(d)
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1.2				
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## SECTION 2: SHORT ANSWER QUESTIONS (60 MARKS)

All Questions are compulsory.

- 2.1 “The Job Demand-Control-Support (JDCS) model highlights key factors that influence employee well-being and stress levels”. Explain the role of social support in the Job Demand-Control-Support (JDCS) model. *(5 Marks)*

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- 2.2 Describe two (02) benefits of work-related health promotion through Occupational Health Psychology (OHP) for organizations. *(5 Marks)*

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- 2.3 Define work engagement and describe two (02) positive outcomes of work engagement on organizational performance. *(5 Marks)*

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- 2.4 “There are various theoretical approaches to understanding how stress occurs in the workplace”. Differentiate between interactional and transactional theories of occupational stress. (5 Marks)

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- 2.5 Define Non-Communicable Diseases (NCDs) and name three (03) common types found in workplaces. (5 Marks)

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- 2.6 Name and briefly explain two (02) strategies that can be implemented in the workplace to promote mental health. (5 Marks)

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2.7 State and describe two (02) purposes of Occupational Health Psychology. (5 Marks)

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2.8 Differentiate between primary, secondary, and tertiary preventative measures for occupational stress, providing one example for each. (5 Marks)

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2.9 Ensuring a safe working environment requires identifying potential risks that may harm employees. Name five (05) common physical hazards found in workplaces. (5 Marks)

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- 2.10 Describe emotion-focused coping and mention one possible negative effect it may have on mental health. *(5 Marks)*

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- 2.11 “Understanding how employees cope with stress is crucial for maintaining a healthy workplace”. Define resilience and name two strategies used to build resilience. *(5 Marks)*

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- 2.12 Briefly describe two (02) main research designs used in Occupational Health Psychology (OHP) *(5 Marks)*

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