

DATE: 11th NOVEMBER 2025

TIME: 1.30 PM – 4.30 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 The COVID-19 pandemic highlighted major shifts in workplaces worldwide.

Employees and organizations had to adapt to new work arrangements, including working from home (WFH), (15 Marks)

- a. Explain what job crafting is specifying the difference between expansive and contraction-oriented strategies. (6 Marks)
- b. Discuss how work-life balance (WLB) and work-health balance (WHB) are affected by flexible working arrangements. (4 Marks)
- c. Explain how cultural context influences perceptions of work-life balance (WLB). (5 Marks)

2.2

Understanding employees' mental health and how different theoretical models can help to develop programmes that helps maintain a healthy work environment is crucial for Occupational Health Psychology. (15 Marks)

- a. Define job strain according to Karasek's model and explain how high job demand and low decision latitude can affect employees' mental health. (6 Marks)
- b. Describe the impact of burnout on employees' productivity and workplace relationships. (6 Marks)
- c. List down three (03) strategies for promoting mental health at the workplace. (3 Marks)

2.3 Cognitive ability and personality are key individual differences that influence how employees perform, cope with stress, and interact in the workplace.

(15 Marks)

- a. Define cognitive ability and explain how cognitive failures can increase occupational risk. (6 Marks)
- b. Briefly explain the role of any three personality traits in predicting workplace safety. (3 Marks)
- c. Explain how transformational leadership can influence organizational culture and employee behavior. (6 Marks)

2.4 The use of technology in Occupational Health helps monitor employee well-being, deliver interventions, and support healthier work environments.

(15 Marks)

- a. Define eHealth and mHealth and explain their role in workplace well-being programs. *(6 Marks)*
- b. Explain how technology-assisted interventions can be implemented at individual and group levels in organizations. *(6 Marks)*
- c. Briefly discuss the benefits and limitations of technology-assisted well-being programs. *(3 Marks)*

2.5 Ravi is a software engineer in a tech company. He feels highly motivated at work, often helps colleagues, and actively looks for ways to improve his tasks. His manager provides regular feedback and encourages him to take ownership of projects.

(15 Marks)

- a. Define what work engagement is and discuss the positive outcomes of work engagement in organizations. *(6 Marks)*
- b. Define Psychological Capital (PsyCap) and list its four components and explain how they can support Ravi's engagement at work. *(6 Marks)*
- c. Explain how Loving Kindness Meditation (LKM) could be used as an intervention to enhance engagement and personal resources among employees like Ravi. *(3 Marks)*

2.6 Theories and approaches in occupational health psychology explain how work affects health and guide interventions to improve well-being and safety.

(15 Marks)

- a. Explain the transactional theory of stress using an example from a work setting *(6 marks)*
- b. Compare and contrast workplace interventions that are based on two different approaches/theories/models using an example. *(9 marks)*

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