



KENYATTA UNIVERSITY
UNIVERSITY EXAMINATIONS 2009/2010
SUPPLEMENTARY EXAMINATION FOR
THE DEGREE OF MASTER OF EDUCATION
EGC 516: ORGANIZATIONAL / INDUSTRIAL PSYCHOLOGY

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DATE: FRIDAY 1ST OCTOBER 2010 TIME: 2.00 P.M. - 5.00 P.M.

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INSTRUCTIONS

Attempt any three questions only.

Question One

- a) What are the main focus areas of organizational psychology? (5 marks)
- b) Discuss the main issues that have shaped the history of organizational psychology. (18 marks)

Question Two

- a) Describe the main research designs used by organizational psychologists. (18 marks)
- b) Explain the main goals of organizational psychology as a scientific discipline. (5 marks)

Question Three

- a) Differentiate between job analysis and job evaluation. (5 marks)
- b) Discuss three job analyses methods in detail giving specific examples of each method and showing how each method can be applied to specific jobs. (18 marks)

Question Four

- a) What is the difference between motivation and performance in relation to work behaviours? (5 marks)
- b) Discuss any three theories of work motivation and show how employers can manipulate them to improve worker production. (18 marks)

Question Five

- a) Describe the characteristics of a type B personality and show how this personality pattern interacts with the world of work. (5 marks)
- b) Discuss any three individual and organizational methods of dealing with stress and bring out what is gained when they are applied and what is lost when they are not applied by individuals and organizations.