



MASENO UNIVERSITY
UNIVERSITY EXAMINATIONS 2013/2014

**THIRD YEAR FIRST SEMESTER EXAMINATIONS FOR THE DEGREE
OF BACHELOR OF ARTS IN PSYCHOLOGY WITH INFORMATION
TECHNOLOGY
(MAIN CAMPUS)**

APY 304: ORGANIZATIONAL PSYCHOLOGY

Date: 24th March, 2014

Time: 11.15am - 1.30pm

INSTRUCTIONS:

- Answer QUESTION ONE and any other TWO questions.



Instructions:

Answer Question ONE and any other TWO

1. a) Briefly explain what is meant by applied Psychology (5Mks)
b) Why is Organizational Psychology considered a branch of applied psychology (5Mks)
c) Briefly discuss the following dimensions in Organizational Psychology:
 - i. Job analysis(5Mks)
 - ii. Performance appraisal(5Mks)
 - iii. Job satisfaction (5Mks)
 - iv. Work motivation (5Mks)
- (2). a) Explain why communication is important in the workplace (8Mks)
b) Outline six factors that one should consider when selecting channels/media of communication (6Mks)
c) Discuss three barriers elements of communication (6Mks)
- (3) (a) Discuss Group behaviour and the elements that contribute to team effectiveness (20Mks)
 - 4) a) Using clear examples describe five leadership styles (10Mks)
b) Explain how selection of Employees is done and its importance to an organization (5Mks)
c) Explain what is meant by Ergonomics, its goal and procedure in the work place (5Mks)
 - 5) a) Explain how training helps an organizational psychologist to improve the skills of employees in the work place (10Mks)
b) Examine the concepts of Organizational Culture in Organizational Psychology. (10Mks)