



# MACHAKOS UNIVERSITY

University Examinations for 2021/2022 Academic Year

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

DEPARTMENT OF SOCIAL SCIENCES

FOURTH YEAR SECOND SEMESTER EXAMINATION FOR

BACHELOR OF EDUCATION (ARTS)

APS 412: ORGANIZATIONAL PSYCHOLOGY

DATE:

TIME:

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## INSTRUCTIONS:

Answer Question One and Any Other Two Questions.

### QUESTION ONE (30 MARKS)

- a) Define organizational psychology. (4 marks)
- b) Discuss the importance of research in organizational psychology. (6 marks)
- c) Explain the role of an organizational psychologist in an organization. (10 marks)
- d) Appraise the importance of job evaluation in an organization. (10 marks)

### QUESTION TWO (20 MARKS)

- a) Evaluate the areas of specialization in organizational psychology. (10 marks)
- b) Explain the importance of a job description. (10 marks)

### QUESTION THREE (20 MARKS)

- a) Discuss Hugo Munsterberg's contribution in the history of organizational psychology (10 marks)
- b) Distinguish between the following methods of motivating workers through reinforcement schedules. (10 marks)
  - i. Continuous schedules
  - ii. Interval schedule

**QUESTION FOUR (20 MARKS)**

- a) Discuss the role of intrinsic over extrinsic motivation from a psychological perspective. (10 marks)
- b) Assess the importance of worker motivation. (10 marks)

**QUESTION FIVE (20 MARKS)**

- a) As a student of psychology, appraise five personality characteristics associated with job satisfaction. (10 marks)
- b) Evaluate five methods of job analysis. (10 marks)