



MACHAKOS UNIVERSITY

University Examinations for 2021/2022 Academic Year

SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

FOURTH YEAR, SECOND SEMESTER EXAMINATION FOR BACHELOR OF ARTS

APS 412: Organizational Psychology

Date:

Time:

INSTRUCTIONS: Answer QUESTION ONE and any other TWO QUESTIONS.

QUESTION ONE (30 MARKS)

- a). Define personnel psychology (4 Marks)

- b) Evaluate the importance of involving an organizational psychologist in the recruitment of staff in the organization (6 marks).

- c) Assess the role of psychological assessment by an organizational psychologist in an organization (10 marks)

- d) Discuss the importance of job specification in an organization (10 marks)

QUESTION TWO (20 MARKS)

- a) Evaluate Maslow's hierarchy of needs in regard to motivation in an organization (10 marks)

b) Appraise the level Kenya is at in terms of the stages of Maslow's hierarchy of needs citing relevant examples (10 marks)

QUESTION THREE (20 MARKS)

a) Explain the importance of job description (10 marks)

b) Describe five major fields of organizational psychology (10 marks)

QUESTION FOUR (20 MARKS)

a) Discuss the role of motivation in an organization (10 marks)

b) Assess the importance of worker motivation (10 marks)

QUESTION FIVE (20 MARKS)

a) Critically evaluate five characteristics associated with job satisfaction (10 marks)

b) Appraise the role of organizational psychology in the workplace (10 marks)