



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

## FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES

APPLIED PSYCHOLOGY DEPARTMENT

ORGANISATIONAL PSYCHOLOGY

CODE: HPSY415/SSPS 413

SESSIONAL EXAMINATIONS

OCTOBER 2023

DURATION: 3 HOURS

EXAMINER: DR D. MAKARISIRA

---

### ***INSTRUCTIONS***

- 1. Answer any **FOUR** questions.*
- 2. Total marks **100**.*

**Question 1**

Discuss how Organisational psychology experts and practitioners observe that new groups go through a number of stages before they achieve maximum performance. **(25marks)**

**Question 2**

MarkDreg company wanted to effect a number of changes, which include the vision, service delivery, rebranding, personnel titles among other changes. Discuss why MarkDreg company failed to change its culture. **(25marks)**

**Question 3**

Explain in detail the perils of money and other extrinsic motivators in organisations. **(25marks)**

**Question 4**

Organisational stress, HIV/AIDS and other employee well-being issues are a worry to most of the contemporary organisations. Demonstrate how management would deal with health related issues. **(25marks)**

**Question 5**

- (a) Explain the application of the McClelland's (1987) theory of needs in organisations. **(15marks)**
- (b) Discuss how organisational psychologists can deal with counter productive work behaviour. **(10marks)**

**Question 6**

- (a) Explain how the Job Characteristic Model (JCM) leads to job performance. **(10marks)**
- (b) Identify and explain how organisational psychologists could help organisations manage workplace diversity. **(15marks)**

**END OF EXAMINATION**