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UNIVERSITY OF FORT HARE

INTRODUCTION TO FIELDS OF INDUSTRIAL PSYCHOLOGY

IPS 112F

JUNE EXAMINATION FOR INTERNAL MODERATION

UNDERGRADUATE ASSESSMENT

JUNE 2023

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TIME : 3 Hrs.

SUBJECT : INTRODUCTION TO FIELDS OF INDUSTRIAL PSYCHOLOGY

MARKS : [100] Marks

This paper consists of 7 pages including the cover page

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INSTRUCTION:

Read carefully and answer **ALL** the **questions** provided in this paper.

SECTION A

QUESTION 1: TRUE OR FALSE QUESTIONS (1 x 10) = 10 MARKS

Read each question carefully. Identify whether you agree with the statement (True), or whether you disagree with the statement (false).

1. Industrial psychologists apply psychological knowledge in the work context to determine why and how people engage in work activities, whilst also trying to improve the interaction and agreement between employees, their work, their workplaces and other relevant parties.
2. In South Africa, psychology and I-O Psychology are classified differently in various situation.
3. Psychology develops basic knowledge, concepts and research findings into theories.
4. Counselling psychology aims to assist people to cope more effectively in life.
5. Clinical psychology is primarily involved in reducing psychological pain caused by problems in life, facilitating an improved understanding of life, and fostering the use of effective coping skills to live more meaningfully and to adapt to and solve problems in life by making good decisions in life and work.
6. Career psychology involves studying and facilitating occupational development across the lifespan, with the emphasis on adult career development.
7. Cognitive psychology is primarily involved in studying influencing factors, behaviour, processes, learning problems, and learning, teaching, assessment and management methods at pre-school, school and adult levels.
8. Educational and school psychology revolves around the theory and research regarding the so-called "higher mental processes" such as language, intelligence, problem-solving, reasoning creativity, decision-making, memory and information processing.
9. Experimental psychology can be utilised in many psychological disciplines and applications, although in early psychology it was used to establish patterns of human behaviour in controlled situations.
10. Positive Psychology utilises psychological knowledge to identify the causes and symptoms of physical health and illness, and related dysfunctions.

QUESTION 2: FILL IN THE “MULTIPLE BLANKS”

**Please complete each sentence below by filling in the missing word (s): (2 x 15)
= 30 MARKS**

2.1 _____ This world encompasses the past/current/future metatheoretical convictions regarding I-O Psychology as a science and practice. The word “meta” means “a view over.

2.2 _____ This world refers to a practitioner’s world where the practice of IO psychology takes place in the world of work.

2.3 _____ This involves the scientific body of knowledge of IO Psychology and,

2.4 _____ This world refers to current and aspiring I-O psychologists with their diverse make-up and profiles who, as a collective whole, form the community of practice of I-O Psychology.

2.5 Motivation can be defined as _____ or those aspects that push or draw people towards certain behaviour and make them avoid other forms of behaviour.

2.6 Emotion or Affect can be defined as an _____ that modifies the way an organism responds to a certain class of external stimuli.

2.7 _____ is a concept not used much to explain human behaviour anymore, however, it refers to innate or inborn behaviour patterns which direct behaviours.

2.8 _____ assumes that people may have different and optimum levels of emotional arousal which may go beyond the point of a need or desire being satisfied or reduced.

2.9 _____ which refers to the influence of positive psychology in its emphasis on sources of health and resiliency.

2.10 _____ characterises goal-directed behaviour where the motivation is more focused on to a person or in tasks or processes.

Multiple-choice questions: Please choose the correct answer/s for each sentence below.

2.11 In contemporary times, the trait approach focuses on:

- a) visionary leadership
- b) the competencies and principles of leaders
- c) attributes such as intelligence and a need for power
- d) achievement-oriented leadership styles
- e) in-group and out-group relationships.

2.12 Which of the following assumptions relates best to Fiedler's theory?

- a) Employee diversity is a determining factor in the best leadership style.
- b) A high concern for both the employee and the task makes leaders effective.
- c) Leaders can change situational variables to suit their leadership style.
- d) Leaders can change their leadership style based on situational factors.
- e) A directive style is best when managing the least-preferred coworker.

2.13 Transformational leaders influence followers' behaviours by:

- a) offering attractive rewards in exchange for effort
- b) setting clear standards and monitoring performance
- c) practicing management by exception
- d) using charisma to get followers to do things which could sometimes be considered as unethical
- e) none of the above.

2.14 Contemporary leadership focuses on:

- a) organisational culture
- b) matching leadership style to a situation
- c) initiating structure and consideration
- d) leadership traits
- e) none of the above.

2.15 Intergroup leadership is based on developing:

- a) self-identify
- b) a common group identity
- c) a common intergroup identity
- d) intergroup relational identity
- e) social identity.

QUESTION 3: MATCHING COLUMN (2 X 5) = 10 Marks

Match the concept/term in Column A with the description/definition in Column B.

NOTE: Write ONLY the LETTER next to the corresponding number in the Answer Book.

For example, 3.1 B

The relationship of I-O Psychology with other fields.....

COLUMN A Concept/Term		COLUMN B Description/Definition	
3.1	Foundational relationship	A	One field provides the framework (set of glasses) with which to view other fields of study. In metatheory, the field of philosophy provides the disciplinary, scientific and ideological frameworks through which I-O Psychology views the reality of working people and work organisations.
3.2	Applications relationship	B	An example can be seen in the foundation of a house – one field provides the basis on which the knowledge of the other field is built. The field of psychology, with all of its sub fields, has such a relationship with I-O Psychology.
3.3	Complementary relationship	C	knowledge from certain fields can enrich, deepen and extend insight into a given field: e.g. sociology – the study of people in society
3.4	Enriching relationship	D	The two interdependent fields interact closely. The knowledge gained in the one field, directly extends and deepens the knowledge of the other field, and vice versa. The fields of I-O Psychology and human resource management (HRM) (increasingly referred to as people management) have such a relationship.

3.5	Framing relationship	E	One field utilises the knowledge of another field, but from a different context. In this book I-O Psychology is seen to apply psychological knowledge to the world of work (Matatazzo, 1987; Rogelberg, 2007; Strümpher, 2007).
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SECTION B:

QUESTION 4: LIST AND EXPLAIN ANY (10) SUB-FIELDS OF PSYCHOLOGY

(3 x 10) = 30 MARKS

SECTION C:

QUESTION 5: Please read the following question carefully before attempting to answer it.

5.1 What are the main differences between Path-Goal Model and Fiedler's leadership theory? **Kindly explain for 15 marks.**

5.2 Should a manager ask you which of these two theories is best? How will you answer? **Kindly provide your own understanding linking it to the best theory for 5 marks.**

.....**END OF QUESTION PAPER**.....