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Student Number... ..

**UNIVERSITY OF FORT HARE**

**INTRODUCTION TO  
PSYCHOLOGY IN INDUSTRIAL  
IPS 111**

**SPECIAL EXAMINATIONS**

**January  
2019**

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**Time: 2 HOURS**  
**Subject: IPS 111**  
**Marks: 100**

**This paper consists of 21 pages including the cover page**

**Internal Examiners**

**Miss B. Ntunzi (UFH)**  
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**INSTRUCTIONS**

- 1. WRITE YOUR NAME & STUDENT NUMBER on this page and on the answer sheet on page 20.**
- 2. ANSWER ALL QUESTIONS (i.e., Question 1 to Question 100).**
- 3. ANSWER THE MULTIPLE CHOICE QUESTIONS BY RINGING THE CORRECT ALTERNATIVE ON THE ANSWER SHEET ON PAGES 20 to 21.  
(Do not remove answer sheet from the question paper)**
- 4. THE ENTIRE QUESTION PAPER MUST BE HANDED IN.**

**NB: Standard Examination Answer Book *MUST NOT* be used.**

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ANSWER ALL QUESTIONS (i.e., Questions 1 to 100)

***Multiple Choice Questions (answers to be circled on answer sheet on pages 19 to 20. Do NOT remove answer sheet from question paper).***

1. \_\_\_\_\_ can be seen as the foundation of our understanding of all processes and disorders related to human development.
  - a. Learning
  - b. Cognitive
  - c. Biology
  - d. None of the above
  
2. \_\_\_\_\_ is a key to unlocking the reasons to why people behave the way they do in specific situations; and to understand the way their minds work.
  - a. Culture
  - b. Human development
  - c. Biology
  - d. Perception
  
3. The foundation of our understanding of all processes and disorders related to human development includes:
  - a. Personality
  - b. Motivation
  - c. Psychological disorders
  - d. All of the above
  
4. \_\_\_\_\_ are building blocks of life.
  - a. Genetics
  - b. Genotypes
  - c. Neurons
  - d. Cells

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5. \_\_\_\_\_ and environmental influences play a role in determining certain human attributes and behaviours.

- a. Genetics
- b. Cells
- c. Deoxyribonucleic acid
- d. None of the above

6. \_\_\_\_\_ sustains growth and ensures that the organism is kept alive and functioning throughout the life cycle

- a. Cell
- b. Neuron
- c. Mitosis
- d. Neurotransmitters

7. Genotypes refers to the genetic design, which determines aspects such as:

- a. Intelligence,
- b. Personality traits
- c. Temperament
- d. All of the above

8. Neurons are also known as:

- a. Nervous system
- b. Synaptic gap
- c. Nerve cell
- d. None of the above

9. \_\_\_\_\_ is also known as human factors psychology

- a. Social psychology
- b. Personnel psychologists
- c. Job design
- d. None of the above

10. \_\_\_\_\_ is concerned with understanding human performance in interaction between employees and their technical work environment.

- a. Motivation
- b. Job design
- c. Ergonomics
- d. Workstation design

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11. In ergonomics, information presentation and communication involves:
  - a. System feedback
  - b. Input devices
  - c. Auditory displays
  - d. All of the above
  
12. According to Graviel (2012), illumination, altitude and climate are characteristics of \_\_\_\_\_.
  - a. Work design and organisation
  - b. Environment
  - c. Display and control design
  - d. Equipment design
  
13. Studying human development is necessary in order to understand how people develop \_\_\_\_\_.
  - a. Knowledge
  - b. Skills
  - c. Values
  - d. All of the above
  
14. The characteristics of human development are \_\_\_\_\_.
  - a. Productive behaviours
  - b. Education
  - c. Individual differences
  - d. All of the above
  
15. \_\_\_\_\_ refers to improvement in mental and psychosocial competencies.
  - a. Growth
  - b. Maturity
  - c. Human development
  - d. Biological characteristics
  
16. \_\_\_\_\_ involves increases in the physical size of biological structures.
  - a. Maturation
  - b. Growth
  - c. Maturity
  - d. None of the above

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17. \_\_\_\_\_ refers to changes because of genetic and related biological attributes.
- a. Aging
  - b. Maturation
  - c. Maturity
  - d. Cognition
18. The chronological increase in years and biological and physical change is known as \_\_\_\_\_.
- a. Aging
  - b. Maturity
  - c. Genetic inheritance
  - d. Human development
19. \_\_\_\_\_ refers to the integration of physical, cognitive, social and psychological (emotional) tasks at a level where a person can live as a fully functioning person at every stage.
- a. Maturation
  - b. Human development
  - c. Maturity
  - d. Aging
20. Which of the following is not a domain of human development?
- a. Cognitive development
  - b. Psychosocial development
  - c. Career development
  - d. Environmental learning
21. \_\_\_\_\_ refers to the progressive development of thought processes, mental abilities and the capacities to obtain, process, interpret, retrieve, and use information.
- a. biological development
  - b. Psychosocial development
  - c. Physical development
  - d. Cognitive development
22. Which of the following is an element of cognitive development?
- a. Sensory capabilities
  - b. Motor responses
  - c. Mental abilities
  - d. None of the above

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23. The maintenance phase involves years from\_\_\_\_\_.
- 45-65
  - 15-24
  - 65+
  - 25-44
24. Fantasy or games about work based on identification with parents are tasks associate with\_\_\_\_\_.
- Exploration phase
  - Growth phase
  - Establishment phase
  - Decline phase
25. \_\_\_\_\_ is one of the important determinants or influencing factors in the formation, functioning and expression of human behaviour.
- Value
  - Culture
  - Diversity
  - Norm
26. \_\_\_\_\_ entails employment, promotion and growth in a job or career of choice.
- Employment opportunities
  - Career anchor
  - Career development
  - Meaning of work
27. Factors influencing career development includes:
- Globalisation
  - Labour laws
  - HIV/AIDS
  - All of the above
28. Which of the following factors influences career development?
- High unemployment rates
  - Work teams
  - Attitudes
  - None of the above

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29. Mergers, downsizing and terminations are factors of \_\_\_\_\_.  
a. Organisational change  
b. Career development  
c. Unemployment  
d. Globalisation
30. \_\_\_\_\_ have severe psychological consequences for employees, groups and the organisation.  
a. Mergers  
b. Terminations  
c. Cultural issues  
d. Downsizing
31. \_\_\_\_\_ refers to the acquisition of competence, including knowledge, understanding, values, skills and experience.  
a. Learning  
b. Workplace learning  
c. Training  
d. Development
32. Competencies include:  
a. Skills  
b. Attitudes  
c. Abilities  
d. All of the above
33. The relatively permanent change in behaviour and human capabilities that is achieved by experience and practice is known as \_\_\_\_\_.  
a. Workplace learning  
b. Learning  
c. Training  
d. None of the above
34. Learning may occur through \_\_\_\_\_.  
a. Experiencing  
b. Observing  
c. Practicing  
d. All of the above

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35. \_\_\_\_\_ facilitates learning directed towards job performance and can modify knowledge, skills and attitudes.

- a. Training
- b. Education
- c. Development
- d. Organisational development

36. \_\_\_\_\_ aims to develop individual's knowledge, social understanding, skill, and intellectual capacity.

- a. Training
- b. Facilitation
- c. Education
- d. All of the above

37. \_\_\_\_\_ is a long-term change effort intended to broaden individuals through experience and give them new insights about themselves and their organisation in a way that supports them in fulfilling their potential.

- a. Human resource development (HRD)
- b. Organisational development
- c. Development
- d. Career development

38. \_\_\_\_\_ involves improvement and refinement of the strategies, structures and processes leading to organisational effectiveness.

- a. HRD
- b. Development
- c. Organisational development
- d. None of the above

39. Individual learning means regularly changing behaviour based on deepening and broadening of one's skills, knowledge and \_\_\_\_\_.

- a. Attitudes
- b. Values
- c. Abilities
- d. None of the above



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40. Organisational learning involves:

- a. policies and procedures
- b. continuous improvement
- c. development of culture
- d. All of the above

41. \_\_\_\_\_ are learners who study to achieve a particular goal in their lives such as promotion.

- a. Activity-orientated
- b. Goal-orientated
- c. Learning-orientated
- d. None of the above

42. Name ANY of the three adult learning approaches?

- a. Goal-oriented learning
- b. Team learning
- c. Operant conditioning
- d. None of the above

43. \_\_\_\_\_ is a collectivity of individual learning (shared new information).

- a. Team learning
- b. Organisational learning
- c. Education
- d. Workplace learning

44. \_\_\_\_\_ involves systems that learn through dynamic processes.

- a. Individual learning
- b. Organisational learning
- c. Team learning
- d. All of the above

45. \_\_\_\_\_ refers to differences in the preferences that learners have in the use of their abilities.

- a. Cognitive approach
- b. Adult learning
- c. Learning styles
- d. None of the above

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46. Workplace centred learning includes \_\_\_\_\_
- On-the-job training
  - Distance education
  - Blended methods
  - Online learning
47. Which approach to adult learning facilitates continuous improvement?
- Individual learning
  - Concrete experience
  - Abstract conceptualisation
  - None of the above
48. Blended methods include \_\_\_\_\_.
- Online training
  - On-the-job-training
  - Off-the-job training
  - All of the above
49. \_\_\_\_\_ involves improvement and refinement of organisational strategies.
- Blended method
  - Organisational learning
  - Organisational development
  - Development
50. Activity orientated learners are learners whose emphasis is on \_\_\_\_\_ and types of relationships that the learning experience yields.
- Promotion
  - Social contact
  - Growth
  - Motives
51. People's \_\_\_\_\_ plays such an essential role in what they remember about other people.
- Personality
  - Perception
  - Senses
  - Experiences

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52. People's perception is affected by internal factor such as \_\_\_\_\_ and personality.
- a. Sensory awareness
  - b. Stimuli
  - c. Observation
  - d. None of the above
53. Stimuli from the external environment affect\_\_\_\_\_.
- a. Personality
  - b. Work instructions
  - c. Sensation
  - d. None of the above
54. Effective \_\_\_\_\_ and perception are essential for observing, interpreting and giving meaning to work instructions, working conditions, tasks, and co-workers.
- a. Communication
  - b. Sensory awareness
  - c. Language differences
  - d. All of the above
55. Name an external factor that affects people's perceptions.
- a. Experience
  - b. Stimuli
  - c. Personality
  - d. None of the above
56. \_\_\_\_\_ help people to understand and make sense of the information they receive from their environment.
- a. Communication
  - b. Observation
  - c. Perception
  - d. None of the above
57. What makes people aware of what is happening inside and outside the body?
- a. Perception
  - b. Vision
  - c. Sensation
  - d. All of the above

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58. Classification of senses include

- a. Awareness
- b. Balance
- c. Tissues
- d. None of the above

59. Sensation starts when people become aware of or obtain information about themselves and their environments through \_\_\_\_\_.

- a. Perception
- b. Observation
- c. Stimuli
- d. Sensory receptors

60. The selective process that shapes a person's subjective awareness of his/her reality is known as \_\_\_\_\_.

- a. Psychophysics
- b. Selective attention
- c. Attention fluctuation
- d. Perception

61. \_\_\_\_\_ examines the relationships between the attributes of observed stimuli (sensation) and the psychological perceptual experience (perception) and the reasons for these relationships.

- a. Psychophysics
- b. Vision
- c. Human senses
- d. None of the above

62. Which of the following is Not included in the perception of form?

- a. Law of symmetry
- b. Law of similarity
- c. Law of congruency
- d. None of the above

63. \_\_\_\_\_ states that viewers tend to organise elements in the simplest way possible.

- a. Law of closure
- b. Law of common fate
- c. Law of pragnanz
- d. Law of continuity

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64. In which law does viewers tend to supply missing elements to complete a familiar figure?
- a. Law of proximity
  - b. Law of pragnanz
  - c. Law of closure
  - d. Law of symmetry
65. \_\_\_\_\_ states that elements that are close together tend to be grouped together.
- a. Law of continuity
  - b. Law of closure
  - c. Law of common fate
  - d. None of the above
66. In which law does viewers tend to see elements in ways that produce smooth continuation?
- a. Law of proximity
  - b. Law of similarity
  - c. Law of symmetry
  - d. Law of continuity
67. \_\_\_\_\_ states that similar elements are grouped together.
- a. Form perception
  - b. Law of similarity
  - c. Law of pragnanz
  - d. All of the above
68. In which law does one see objects in the same direction as a unit?
- a. Law of common fate
  - b. Law of symmetry
  - c. Law of continuity
  - d. None of the above
69. \_\_\_\_\_ means the further away objects are, the less distinctly they are seen.
- a. Atmospheric perspective
  - b. Height cues
  - c. Interposition
  - d. Size cues

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70. \_\_\_\_\_ obtain that objects that are lower down in one's field of vision are perceived as closer, whilst objects that are higher up above the horizon are seen as further away.

- a. Size cues
- b. Overlap
- c. Convergence
- d. None of the above

71. Which of the following is Not a monocular cue?

- a. Retinal disparity
- b. Congruence
- c. Size constancy
- d. All of the above

72. \_\_\_\_\_ means parallel lines appear to converge in the distance and the greater this effect the further away an object appears to be.

- a. Texture gradient
- b. Atmospheric perspective
- c. Linear perspective
- d. Motion parallax

73. When the texture of a surface appears to become smoother as distance increases. This is known as \_\_\_\_\_.

- a. Motion parallax
- b. Retinal disparity
- c. Texture gradient
- d. All of the above

74. Overlap is also known as:

- a. Reposition
- b. Potent
- c. Interposition
- d. Balance

75. In \_\_\_\_\_ both eyes observe objects from slightly different positions in space, the difference between the two images is interpreted by the brain to provide another cue to depth.

- a. Law of symmetry
- b. Law of common fate
- c. Retinal disparity
- d. Convergence

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76. \_\_\_\_\_ is the tendency for early information to be considered more important than information that is received later.
- a. The halo effect
  - b. Contrast effect
  - c. Primary effect
  - d. None of the above
77. \_\_\_\_\_ states that people's judgement of other people's personalities are often influenced by their appearance, especially their physical attractiveness.
- a. Schema
  - b. Stereotypes
  - c. Effect of physical appearance
  - d. None of the above
78. The generalised idea about a frequently encountered object or event or person is known as \_\_\_\_\_.
- a. The primary effect
  - b. Schemas
  - c. The halo effect
  - d. Projection
79. \_\_\_\_\_ involves attributing one's own feelings, thoughts or motives to other people.
- a. Stereotypes
  - b. The halo effect
  - c. Contrast effect
  - d. None of the above
80. \_\_\_\_\_ states that people form a central or general impression about others.
- a. Projection
  - b. The primary effect
  - c. Schemas
  - d. The halo effect
81. \_\_\_\_\_ occurs when perceptions are based on social comparisons with other people.
- a. Contrast effect
  - b. The halo effect
  - c. The primary effect
  - d. None of the above

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82. \_\_\_\_\_ are also forms of schemas.

- a. Projections
- b. Stereotypes
- c. The primary effect
- d. All of the above

83. \_\_\_\_\_ are held beliefs that people belonging to the same groups or social affiliation have certain characteristics.

- a. Projection
- b. Schemas
- c. Stereotypes
- d. Contrast effect

84. \_\_\_\_\_ can involve an undirected flow of ideas, concepts, or plans that are not necessarily productive.

- a. Concept formation
- b. Thinking
- c. Concept
- d. None of the above

85. \_\_\_\_\_ is an abstract idea or a mental category by which similarities are grouped.

- a. Decision-making
- b. Thinking
- c. Intelligence
- d. None of the above

86. \_\_\_\_\_ requires making a choice between alternatives, with the likelihood of taking a risk in the face of uncertain events.

- a. Decision-making
- b. Problem solving
- c. Abstract thinking
- d. Concept formation

87. \_\_\_\_\_ refers to the generation and implementation of new ideas. It implies implementation and change.

- a. Creativity
- b. Intelligence
- c. Innovation
- d. Thinking



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88. \_\_\_\_\_ entails finding effective solutions to problems.
- Comprehension
  - Emotional intelligence
  - Problem-solving
  - Fact-finding
89. \_\_\_\_\_ allows us to scan the environment and decide what is worth focusing on.
- Emotional intelligence
  - Observation
  - Sensory memory
  - Working memory
90. \_\_\_\_\_ refers to information that is currently being considered or processed by a person in his/her mind.
- Sensory memory
  - Semantic memory
  - Implicit memory
  - None of the above
91. Which of the following is NOT a type of long-term memory?
- Implicit memory
  - Declarative memory
  - Semantic memory
  - None of the above
92. Short-term memory is also known as \_\_\_\_\_.
- Implicit memory
  - Working memory
  - Semantic memory
  - Declarative memory
93. \_\_\_\_\_ refers to the ability to monitor and manage emotions, apply self-motivation, empathise with others and manage constructive interpersonal relationships.
- Emotional intelligence
  - Intelligence
  - Personality
  - Concept formation

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94. The ability to learn, to think logically or abstractly, to solve problems and to adapt to the requirements in one's environment is known as\_\_\_\_\_.

- a. Cognitive learning
- b. Intelligence
- c. Reasoning
- d. Aptitude tests

95. \_\_\_\_\_ is defined as an internal process that modifies the way an organism responds to a certain class or external stimuli.

- a. Cognition
- b. Thinking
- c. Affect
- d. Motivation

96. Affect is also known as \_\_\_\_\_.

- a. Concept
- b. Emotion
- c. Drive
- d. Instinct

97. \_\_\_\_\_ characterises goal-directed behaviour where the motivation is internally motivated.

- a. Engagement
- b. Intrinsic motivation
- c. Instinct
- d. Extrinsic motivation

98. Working for incentives is an example of \_\_\_\_\_.

- a. Intrinsic motivation
- b. Extrinsic motivation
- c. Job engagement
- d. None of the above

99. Which of following needs is NOT from Maslow's Hierarchy of Needs?

- a. Safety
- b. Existence
- c. Safety
- d. Ego

100. McClelland's needs theory is characterised by:

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- a. Need for affiliation
- b. need for power
- c. need for achievement
- d. All of the above

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### Answer Sheet for Questions 1 to 100.

Circle the correct answers for questions 1 to 100.

(If you circled the wrong answer, make a Cross (X) and circle the correct answer

(*Do not remove this answer sheet from the question paper*)

- |     |   |   |   |   |     |   |   |   |   |
|-----|---|---|---|---|-----|---|---|---|---|
| 1.  | a | b | c | d | 26. | a | b | c | d |
| 2.  | a | b | c | d | 27. | a | b | c | d |
| 3.  | a | b | c | d | 28. | a | b | c | d |
| 4.  | a | b | c | d | 29. | a | b | c | d |
| 5.  | a | b | c | d | 30. | a | b | c | d |
| 6.  | a | b | c | d | 31. | a | b | c | d |
| 7.  | a | b | c | d | 32. | a | b | c | d |
| 8.  | a | b | c | d | 33. | a | b | c | d |
| 9.  | a | b | c | d | 34. | a | b | c | d |
| 10. | a | b | c | d | 35. | a | b | c | d |
| 11. | a | b | c | d | 36. | a | b | c | d |
| 12. | a | b | c | d | 37. | a | b | c | d |
| 13. | a | b | c | d | 38. | a | b | c | d |
| 14. | a | b | c | d | 39. | a | b | c | d |
| 15. | a | b | c | d | 40. | a | b | c | d |
| 16. | a | b | c | d | 41. | a | b | c | d |
| 17. | a | b | c | d | 42. | a | b | c | d |
| 18. | a | b | c | d | 43. | a | b | c | d |
| 19. | a | b | c | d | 44. | a | b | c | d |
| 20. | a | b | c | d | 45. | a | b | c | d |
| 21. | a | b | c | d | 46. | a | b | c | d |
| 22. | a | b | c | d | 47. | a | b | c | d |
| 23. | a | b | c | d | 48. | a | b | c | d |
| 24. | a | b | c | d | 49. | a | b | c | d |
| 25. | a | b | c | d | 50. | a | b | c | d |

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- |     |   |   |   |   |      |   |   |   |   |
|-----|---|---|---|---|------|---|---|---|---|
| 51. | a | b | c | d | 76.  | a | b | c | d |
| 52. | a | b | c | d | 77.  | a | b | c | d |
| 53. | a | b | c | d | 78.  | a | b | c | d |
| 54. | a | b | c | d | 79.  | a | b | c | d |
| 55. | a | b | c | d | 80.  | a | b | c | d |
| 56. | a | b | c | d | 81.  | a | b | c | d |
| 57. | a | b | c | d | 82.  | a | b | c | d |
| 58. | a | b | c | d | 83.  | a | b | c | d |
| 59. | a | b | c | d | 84.  | a | b | c | d |
| 60. | a | b | c | d | 85.  | a | b | c | d |
| 61. | a | b | c | d | 86.  | a | b | c | d |
| 62. | a | b | c | d | 87.  | a | b | c | d |
| 63. | a | b | c | d | 88.  | a | b | c | d |
| 64. | a | b | c | d | 89.  | a | b | c | d |
| 65. | a | b | c | d | 90.  | a | b | c | d |
| 66. | a | b | c | d | 91.  | a | b | c | d |
| 67. | a | b | c | d | 92.  | a | b | c | d |
| 68. | a | b | c | d | 93.  | a | b | c | d |
| 69. | a | b | c | d | 94.  | a | b | c | d |
| 70. | a | b | c | d | 95.  | a | b | c | d |
| 71. | a | b | c | d | 96.  | a | b | c | d |
| 72. | a | b | c | d | 97.  | a | b | c | d |
| 73. | a | b | c | d | 98.  | a | b | c | d |
| 74. | a | b | c | d | 99.  | a | b | c | d |
| 75. | a | b | c | d | 100. | a | b | c | d |