



DEPARTMENT INDUSTRIAL PSYCHOLOGY & PEOPLE
MANAGEMENT

PROGRAMME IN INDUSTRIAL PSYCHOLOGY

JUNE EXAM 2017

MODULE: INDUSTRIAL PSYCHOLOGY 1A: INTRODUCTION TO
INDUSTRIAL PSYCHOLOGY
DURATION: 120 MIN
MARKS: 100
DATE: 27 MAY 2017
LECTURER: MS. N. MAMATHUBA/MS. Y. COETZEE

STUD NO:	
STUD NAME:	

INSTRUCTIONS:

- This exam paper consists of Sections A and B and 10 pages. **Section A** must be answered at the back of the exam book, in pen.
- **Fill in your name and student number in the block provided on this page.**
- Also fill in your details on the front page of the exam book.
- On completion of the test, **hand in both documents.**

SECTION B – LONG QUESTIONS

[50 MARKS]

1. Name and describe the five core job dimensions in the Job characteristics model. (10 Marks)
2. The two factor theory was not well supported in the literature and had many detractors. Discuss some of the criticism against the two factor theory. (8 Marks)
3. Describe the McClelland theory of needs. (6 Marks)
4. Name and discuss various ways in which self-efficacy can be increased according to Bandura. (8 Marks)
5. Based on the equity theory, what are the typical choices employees who perceive inequity make? (6 Marks)
6. Name the main six (6) types of discrimination, and give an example of each type (12 Marks)

TOTAL

[100 MARKS]