

**UGANDA MARTYRS UNIVERSITY**  
**SCHOOL OF ARTS AND SOCIAL SCIENCES**  
**DEPARTMENT OF DEVELOPMENT STUDIES**  
**BACHELOR OF SOCIAL DEVELOPMENT AND COUNSELLING/BACHELOR OF**  
**COMMUNITY MENTAL HEALTH PSYCHOLOGY**

**YEAR II: 2023/2024**

**END OF SEMESTER I EXAMINATION**

**BSDC 2103 /BCMHP: ORGANISATIONAL PSYCHOLOGY**  
**NKOZI, RUBAGA AND MASAKA CAMPUSES**

**DATE: Friday 8<sup>th</sup> December, 2023**

**TIME: 2:00pm-5:00pm**

**INSTRUCTIONS:**

**Attempt only four Questions choosing two questions from each section.**

**All Questions carry equal marks.**

**Do not write anything on the question paper.**

**Begin each answer on a fresh page.**

**For more information, refer to the answer booklet.**

**SECTION A**

1a). What is Organization psychology? (5marks)

b). Justify why it is important for you to study organization psychology? (20 marks)

2a). Discuss the major roles that industrial-organizational Psychologists do in the community.  
(12 marks)

b). Suppose you are appointed in an organization where stress among employees is the order of the day. As a trained Industrial-organizational psychologist, how can you help to change the situation? (12 marks)

3a). Before training design issues are considered, a careful training needs analysis is required to develop a systematic understanding of where training is needed, what needs to be taught or

trained, and who will be trained. Using examples, explain what is involved in the following three analyses; (10marks)

i). Organizational analysis,                      ii). Task analysis and                      iii). Person analysis.

b). Explain the meaning of the following terms as used in training programs; (9marks)

i) Summative evaluation                      ii). Formative evaluation

c). What Challenges do Industrial–Organizational psychologists face in implementation of the Training and training evaluation role? (6marks)

4a). Identify and explain the eight organization metaphors according to Morgan (1980). (16marks)

b). Which one of the Metaphors in a) above do you personally believe in most and why? (9marks)

### SECTION B

5). Whereas the measure of organizational effectiveness for a business will generally be expressed in terms of how well its net profitability compares with its target profitability; measures of growth data and the results of customer satisfaction surveys; Identify the different approaches to Effective Organizations suggested in the social sciences. (25 marks).

6). People differ in the manner and extent of their involvement with, and concern for, work.

(a). Explain the following orientations to work;

i). Instrumental orientation,

ii). Bureaucratic orientation and

iii) Solidarity orientation

(9marks)

b). As a manager in your given organization, discuss how you can motivate staff to achieve organizational objectives with minimum conflicts. (16marks)

7a). What do you understand by “organization structure”? (3marks)

b). What are the requirements of an organization structure? (10marks)

c). Explain the following three broad interrelated levels in the hierarchical structure of an organization; (12marks)

i) Technical level

ii) Managerial level

iii) Community level

8a). What is division of labour? (4marks)

b). Using relevant examples where applicable, identify and explain the different ways how work can be divided and activities linked together. (21marks)

**END**