



**OLABISI ONABANJO UNIVERSITY, AGO-IWOYE, NIGERIA.**  
**FACULTY OF SOCIAL AND MANAGEMENT SCIENCES**  
**DEPARTMENT OF SOCIOLOGY/PSYCHOLOGY**

**2014/2015 RAIN SEMESTER EXAMINATION**

**B.Sc INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT PROGRAMME**

**COURSE CODE: IPM 304**

**COURSE TITLE: PERSONNEL PSYCHOLOGY**

**INSTRUCTION: ANSWER QUESTION ONE AND ANY OTHER TWO**

**TIME ALLOWED: 2 HOURS**

1. [a] Discuss Self-Actualization and Esteem needs [10 marks]  
[b] All employees desire a secure job. Why? [10 marks]  
[c] Performance is the expected organizational value of behaviour.  
Discuss. [10 marks]  
[d] Why are Need theories called so? [10 marks]
2. Discuss any three personnel functions of your choice [15 marks]
3. Expatiate on analyzing a job in an organization [15 marks]
4. Is pay the only thing that motivates a worker? Discuss [15 marks]
5. Explain Expectancy Theory. Is the theory still relevant to today's  
Nigerian worker? [15 marks]

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