



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2017/2018 ACADEMIC YEAR
FOURTH YEAR FIRST SECOND SEMESTER**

**SCHOOL OF BUSINESS & ECONOMICS
BACHELOR OF BUSINESS MANAGEMENT**

COURSE CODE: BHR 410

**COURSE TITLE: INDUSTRIAL AND ORGANIZATIONAL
PSYCHOLOGY**

DATE: 20TH APRIL 2018

TIME: 1100 – 1300HRS

INSTRUCTIONS TO CANDIDATES

Answer Question **ONE** and any other **THREE** questions

QUESTION ONE

- a. Using relevant examples explain the essence of industrial/organizational behavior in Human Resource Management. **(15 marks)**
- b. Basing on the history of industrial and organizational behavior describe the key stages in its development to its current state. **(10 marks)**

QUESTION TWO

Motivation of employees is anchored on industrial and organizational psychology. Discuss the key concepts addressed in motivation theories. **(15 marks)**

QUESTION THREE

It is because of industrial/organizational psychology that interviews are the preferred method of selection. Discuss. **(15 marks)**

QUESTION FOUR

Industrial/organizational psychology advocates for employee general health and wellbeing.

- a. Explain causes of occupational stress among employees. **(6 marks)**
- b. Explain strategies of promoting occupational safety. **(9 marks)**

QUESTION FIVE

Explain using relevant examples the contribution of industrial and organizational psychology in the following human resource activities:

- a. Performance management. **(5 marks)**
- b. Training and development. **(5 marks)**
- c. Human relations. **(5 marks)**

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