


KISII UNIVERSITY
UNIVERSITY EXAMINATIONS

**SECOND YEAR EXAMINATION FOR THE AWARD OF THE
DEGREE OF BACHELOR OF ARTS IN COUNSELING PSYCHOLOGY
FIRST SEMESTER, 2021/2022
(FEBRUARY - JUNE, 2022)**

PSYC 221: INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

STREAM: Y2 S1

TIME: 2 HOURS

DAY:

DATE:

INSTRUCTIONS

1. *Do not write anything on this question paper.*
2. *Answer question ONE (Compulsory) and any other TWO questions.*

1. Give Definition of Terms to the following:

[a] I-O [2 Marks]

[b] Write to state Who Should Study Industrial Organizational Psychology?

[8 Marks]

[c] [d] What Is Industrial Organizational Psychology? [10 Marks]

2. [a] Differentiate between industrial side/personnel side and organizational side of Industrial organizational psychology. [10 Marks]

[b] Discuss the work of Industrial organizational psychologists at their workplaces. [10 Marks]

3. [a] Explain how the following leadership styles operate at the workplace:

i. Departmentalization [2 Marks]

ii. Decentralized organization [2 Marks]

iii. Centralized organization [2 Marks]

- iv. transactional leader [2 Marks]
 - v. thinking outside the box [2 Marks]
-]b) Explain the causes and preventions of Burnout at workplace. [10 Marks]

4.[a] Discuss how performance counseling services could be offered to an employee who work related problems. [10 Marks]

[b] Briefly, Discuss the following factors on how they affect or benefit the employees at their workplaces. [10 Marks]

- i. Waigawa system
- ii. 360-degree
- iii. Affective commitment,
- iv. Burnout
- v. Continuance commitment
- vi. Ergonomics

5.[a] Explain the benefits of workplace counseling for employees. [10 Marks]

[b] Enlist the Major Topics under Industrial Organizational Psychology.

[5 Marks]

[c] Give a list of institutions under which I/O psychologists are employed.

[5 Marks]