



**JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES**  
**DEPARTMENT OF PSYCHOLOGY**  
**BACHELOR OF SCIENCE HONOURS DEGREE IN PSYCHOLOGY**  
**LEVEL 4 SEMESTER 1**  
**EXAMINATION QUESTION PAPER**

**MODULE CODE** : PSYH413/HRMH222  
**MODULE NARRATION** : ORGANISATIONAL PSYCHOLOGY/  
ORGANISATIONAL BEHAVIOUR  
**DATE** : 2024  
**DURATION** : 3 HOURS

GREAT ZIMBABWE UNIVERSITY  
EXAMINATIONS OFFICE

10/11/2024

P.O. BOX 1235, MASVINGO  
ZIMBABWE  
TEL: 00263 2134473

**INSTRUCTIONS TO CANDIDATES:**

1. Answer any three questions.  
Each question carries 100 marks.

1. *You have been engaged as an industrial psychologist at a local Zimbabwean firm.* Explain the methods and procedures you would use in conducting job analysis. In your presentation, explore the challenges and possible solutions of implementing proper job analysis within the Zimbabwean context.
2. As an organizational psychologist, advise management at a specific company on the strategies they may employ in ensuring employee job satisfaction.
3. Design a workplace stress management programme for an organisation of your choice.
4. Assess the view that increased participation and empowerment are central issues of organisational development.
5. Compare and contrast transactional and transformational leadership in organisations.

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