

EASTERN UNIVERSITY, SRI LANKA

FACULTY OF COMMERCE AND MANAGEMENT

29 APR 2015

Final Year First Semester Examination in Bachelor of Business

Administration (Specialization in Human Resource Management) &

Bachelor of Business Administration – 2012/2013

February/March 2015 - Proper

HRM 4053 Organizational Psychology

Answer all five (5) questions

Allocated Time: 03 hours

Q1) a) Briefly elaborate what is “Organizational Psychology” and how the Organizational Psychology was developed from Scientific Management to Human Relations Approach?

(08 Marks)

b) “Organizational Psychology is the application of psychological principles to the workplace “. Discuss how the Organizational Psychology help to people to do their jobs in their workplace.

(08 Marks)

c) Elaborate the relationship between the Basic Psychology and Organizational Psychology.

(04 Marks)

(Total 20 Marks)

Q2) a) “The model of power includes both power sources and contingencies”. Enlighten this statement.

(07 Marks)

b) “People use certain tactics to gain power, as well as tactics to manipulate the bases of power”. Briefly discuss the power tactics with examples.

(07 Marks)

- c) "Conflict is constructive when it improves the quality of decisions". Discuss this statement.

(06 Marks)

(Total 20 Marks)

- Q3) a) Briefly discuss the elements contribute to political behaviour.

(06 Marks)

- b) Briefly discuss the pros and cons of political behaviour.

(06 Marks)

- c) "There are various types of political games or tactics found in organizational settings". Briefly discuss the political tactics with examples.

(08 Marks)

(Total 20 Marks)

- Q4) a) "Values are defined in literature as everything from eternal ideas to behavioral actions". Elaborate this statement with the help of SCANS report.

(05 Marks)

- b) "People have to grow up and come to terms with the requirements of their new social life and can only do that through mastering developmental tasks". Discuss this statement with the help of Developmental Theory.

(07 Marks)

- c) Psychoanalytic theories emphasize the affective or emotional component of morality". Discuss this statement with the help of Freud's Theory.

(08 Marks)

(Total 20 Marks)

Q5) a) Briefly discuss any three (03) factors influencing Moral Development of adolescents.

**(09 Marks)**

b) Explain the common factors used to place people into different social classes

**(06 Marks)**

c) What did you mean by Social Class and what are the factors will help to classify the social class.

**(05 Marks)**

**(Total 20 Marks)**