



**REFORMED CHURCH UNIVERSITY**

**FACULTY OF COMMERCE**

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN  
RESOURCES, INDUSTRIAL AND LABOUR RELATIONS  
MANAGEMENT**

**INTRODUCTION TO PSYCHOLOGY**

**HHRM 122**

**PART 1 SEMESTER 1 EXAMINATION**

**TOTAL MARKS [100]**

**DATE: JUNE 2023**

**Time: 3 Hours**

**INSTRUCTIONS**

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Citing relevant examples discuss the assertion that 'every Human Resources manager needs knowledge of Psychology to be both effective and efficient' (25)
2. Examine the tenets of Goal Setting Theory and demonstrate how this theory can be applied to enhance group performance. (25)
3. Evaluate the main ideas emanating from any motivational theory to human resources. (25)
4. Assess effects posed by leadership styles to performance. (25)
5. Discuss (3) three stressors that influence employee behavior in organizations, citing relevant examples. (25)
6. Citing relevant examples, discuss how behaviorist theories can be used to improve worker efficiency and effectiveness. (25)

***End of Paper***