



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

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

**INTRODUCTION TO PSYCHOLOGY**

**HHRM 122**

**PART 1 SEMESTER 1**

**Total Marks [100]**

**DATE: JUNE 2024**

**Time: 3 Hours**

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**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 highlighting how it may be applied to enhance group performance. (25)
3. Evaluate any ideas emanating from motivational theories showing how they benefit human resources management (25)
4. Assess the effects posed by leadership styles to performance in an organization. (25)
5. Examine how principles of PERMA theory may be used to develop the social well-being of humans. (25)
6. With the aid of relevant examples, discuss any 5 stressors that influence employee behavior in organizations. (25)

**END OF PAPER**