

BINDURA UNIVERSITY OF SCIENCE EDUCATION  
FACULTY OF COMMERCE  
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT  
PSYCHOLOGY (HCM 101/EC102) (3)

DURATION: 3 HOURS

 MAR 2023

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**INSTRUCTIONS TO CANDIDATES**

1. Answer any **FOUR** questions.
2. No unauthorized material or items should be brought into the examination room.

**QUESTION 1**

With the aid of practical examples explain how organizations can benefit from understanding the following motivational theories;

- |                   |                   |
|-------------------|-------------------|
| a) Edward Locke   | (10)              |
| b) Abraham Maslow | (15)              |
|                   | <b>(25 marks)</b> |

**QUESTION 2**

The assertion by Herzberg that '*Money is not a motivator is flawed*'. Evaluate this assertion with the aid of practical examples. **(25 marks)**

**QUESTION 3**

- |  |                   |
|--|-------------------|
| a) Define the term <i>Perception</i>   | (3)               |
| b) Examine any <b>five</b> options an employee who perceives inequity at the workplace can adopt | (10)              |
| c) Explain any <b>six</b> factors that influence human perception                                | (12)              |
|  | <b>(25 marks)</b> |

#### **QUESTION 4**

a) Explain any **five** reasons for studying human behavior from a Psychological perspective.  
(10)

b) Evaluate any **three** schools of thought in Psychology indicating the key assumptions.  
(15)

**(25 marks)**

#### **QUESTION 5**

Critically evaluate the contributions made by Sigmund Freud in the field of Psychology

**(25 marks)**

#### **QUESTION 6**

Discuss the concept of Workplace Stress in Psychology illustrating clearly the causes and ways of mitigating the condition.

**(25 marks)**

**END OF PAPER**