

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
PSYCHOLOGY (HCM 101/EC102) (2)

DURATION: 3 HOURS

 OCT 2023

INSTRUCTIONS TO CANDIDATES

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

QUESTION 1

Examine the following Psychological Debates;

- | | |
|--------------------------------|------------|
| a) Nature versus Nurture | (12) |
| b) Freewill versus determinism | (13) |
| | (25 marks) |

QUESTION 2

Discuss the contributions made by Abraham Maslow in understanding motivation highlighting clearly the applicability of the theory to the workplace environment

(25 marks)

QUESTION 3

- | | |
|--|------------|
| a) Define the term <i>Cognitive dissonance</i> | (2) |
| b) Identify any four Strategies to mitigate Cognitive dissonance | (12) |
| c) Explain the relationship between Cognitive dissonance and employee performance. | (11) |
| | (25 marks) |

QUESTION 4

Discuss the Psychological concept of '*Groupthink*'

(25 marks)

QUESTION 5

Discuss Bruce *Tuckman's* Five Stages of Group Development.

(25 marks)

QUESTION 6

Compare and contrast the contributions of the Psycho-dynamism and Cognitive theories to the study of psychology.

(25 marks)

END OF PAPER