

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
INDUSTRIAL PSYCHOLOGY (EC 102/ HCM 101)
DURATION: 3 HOURS

JUN 2024

INSTRUCTIONS TO CANDIDATES

1. Answer question **one (1)** and any **three other** questions.
2. Start the answer to each question on a fresh page.

QUESTION 1

Discuss the contribution made by Sigmund Freud Personality theory to the field of Psychology.

(25 marks)

QUESTION 2

- a) Compare and Contrast Abraham Maslow's Hierarchy of Needs theory with ERG Theory

(10 marks)

- b) Examine the significance of setting goals using Locke's Theory

(15 marks)

QUESTION 3

With the aid of appropriate examples, explain Albert Bandura's Social Learning Theory.

(25 marks)

QUESTION 4

Can you comment on the Psychological debate of the following;

- (a) Nature versus Nurture (12 marks)
- (b) Freewill versus Determinism (13 marks)

QUESTION 5

Discuss B.F Skinner's Operant Conditioning and the implications of his theory to the modern day Human Resources Manager. (25 marks)

QUESTION 6

Using an organization of your own choice, examine the factors that influence human perceptual processes. (25 marks)

End of Paper