



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Industrial Relations & Personnel Mgt. Programme
Second Semester 2021/2022 Examination

Level	: 400
Course Title	: Personnel Psychology
Course Code	: IRP 414
Credit	: 2
Instruction	: Answer Question One and any other two Questions
Time Allowed	: 2 Hours
Date	: Friday, 15 th July 2022

1. (a) Display your understanding of the concept- Personnel Psychology. (4 Marks)
(b) Identify and discuss six (6) functions of personnel psychologists in an organisation. (18 Marks)
(c) Is self – Esteem of any importance in boosting personnel efficiency in the workplace?
Justify your answer. (8 Marks)
2. (a) There are four key terms in the definition of personnel psychology. Identify these key terms (4 Marks)
(b) Discuss one of the terms identified in 2 (a) extensively. (16 Marks)
3. (a) Theories are used to explain set of principles. Highlight the details of any of the theories of Motivation and explain the relevance of such in employee motivation. (10 Marks)
(b) Discuss the concept of Interpersonal relationship as relate to Personnel Psychology and the effects of the concept on both personnel and their employers. (10 Marks)
4. One of the major factors that may hinder the effectiveness of a personnel is poor communication. In the light of this statement,
(a) Define Communication. (4 Marks)
(b) Discuss types of Communication. (8 Marks)
(c) List and discuss four importance of Communication to all personnel in the workplace. (8 Marks)
5. (a) Examine five factors influencing Job satisfaction. (10 Marks)
(b) How would Intrinsic motivation boost productivity among employees? (10 Marks)