



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)**