



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

SECOND SEMESTER EXAMINATION

2018/ 2019 ACADEMIC SESSION

COURSE CODE: HRM 402

COURSE TITLE: INDUSTRIAL PSYCHOLOGY

DURATION: 2 HOURS AND 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY.

1. Industrial psychology is an applied field that is concerned with the scientific study of human behaviour at workplace. With relevant examples, discuss the scope of this applied field.
2. With relevant examples, succinctly discuss the five major groups of factors that may likely influence peoples' behaviour at work
3. Organisational Citizenship Behaviour (OCB) is a discretionary behaviour that is often displayed by employees which is not part of their job expectations. Discuss the four components of OCB citing relevant examples.
4. (a). Discuss the main functions of work groups.
(b). With relevant examples, explain the basic group processes that can enhance group sustenance.
5. (a) Differentiate between organisational commitment and job involvement.
(b)Explicate the three main forms of commitment that are common in literature citing appropriate examples.