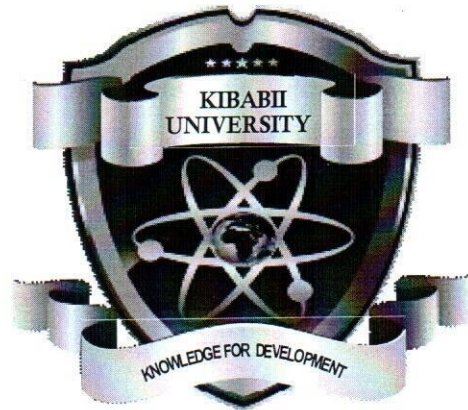


# KIBABII UNIVERSITY



**UNIVERSITY EXAMINATIONS**  
**SPECIAL/SUPPLEMENTARY EXAMINATION**  
**2022/2023 ACADEMIC YEAR**  
**THIRD YEAR SECOND SEMESTER**  
**FOR THE DEGREE OF BACHELOR OF BUSINESS**  
**MANAGEMENT**

**COURSE CODE: BBM 325**

**COURSE TITLE: PSYCHOLOGY AND WORK**

**DATE: 09/08/2023**

**TIME: 2;00pM – 4:00PM**

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**INSTRUCTIONS TO CANDIDATES**

**Answer Question ONE (compulsory) and ANY OTHER TWO questions**

### **QUESTION ONE**

- a) Describe Schein Socialisation Model (**5 marks**)
- b) Explain the do you need to understand employees' personalities and attitudes at Workplace like Kibabii University (**10 marks**)
- c) Give a brief explanation of any FOUR Models of Human Behaviour (**20 marks**)

### **QUESTION TWO**

- d) Workplace psychology jobs may touch on many different areas of the workplace. Enumerate and explain **FIVE** different areas of workplace that will be focused on in an organization like Mumias Sugar Company Limited. (**10 marks**)
- e) Explain the do you need to understand employees' personalities and attitudes at Workplace like Kibabii University (**10 marks**)

### **QUESTION THREE**

- a) Enumerate the **THREE** factors that determine the formation and development of Personality (**6 marks**)

**QUESTION FOUR**

- a) Psychometric assessment is a standardised method of evaluating individual capabilities and styles. That is, job candidates are compared against others from a particular norm group on tests or scales that have been validated statistically. State and briefly explain THREE types of psychometric assessment tests and questionnaires as used by Allworth Juniper **(10 marks)**.
  
- b) Discuss **SIX** types of values as identified by Allport (1951) **(10 marks)**.

**QUESTION FOUR**

- a) Discuss the limitations of psychometric assessment in selection **(10 marks)**.  
In studying Psychology, there are types of behavior that a Psychology student must know. State and explain any of the FIVE types of behavior