



COLLEGE OF SOCIAL SCIENCES, THEOLOGY, HUMANITIES & EDUCATION

NHPS248: Organizational Psychology

END OF FIRST SEMESTER EXAMINATIONS

APRIL/MAY 2026

LECTURER: DR. M. J GOHWA KAPESA

DURATION: 3 HOURS

INSTRUCTIONS

1. This paper contains **TWO** sections (Section A and Section B).
2. Section A is **COMPULSORY**.
3. Answer **ANY TWO (2) questions** from Section B.
4. Start each question on a new page in your booklet.
5. Credit will be awarded for logical, systematic and neat presentation
6. Do not repeat material.

SECTION A: COMPULSORY

INSTRUCTION: *Answer Question 1.*

Question 1

- a) Examine the importance of psychological safety at the workplace. [20 marks]
- b) Recommend strategies that can be used to create a psychologically safe work environment. Illustrate your answer with practical examples. [20 marks]

[40 marks]

SECTION B

INSTRUCTION: *Answer ANY TWO (2) questions.*

Question 2

You have been asked to facilitate the process of bringing about organizational change. Use a change theory of your choice to facilitate this process. Illustrate your answer with practical examples.

[30 marks]

Question 3

Examine the Wellness Wheel and its practical applications in organizations in the enhancement of employee wellness. Illustrate your answer with practical examples

[30 marks]

Question 4

Discuss Henry Fayol's management principles that guide organizational structures. Illustrate your answer with practical examples.

[30 marks]

Question 5

Analyse emotional intelligence at the workplace. Suggest ways in which employees can enhance their emotional intelligence.

[30 marks]

END OF PAPER