

Ollscoil na hÉireann, Gaillimh

NATIONAL UNIVERSITY OF IRELAND, GALWAY

Second and Third Arts, First Semester Examination, 1999 - 2000

Psychology, Paper 3

PS313 Industrial and Organisational Psychology II
(Unit value 2.0)

Professor Noel Sheehy
Professor Jack E. James
Ms. Rowena O'Brien

Time allowed: Two hours

*All candidates must answer **two** questions.*

1. Discuss, with reference to specific research studies, how goal-setting may enhance (a) performance and (b) motivation in organisations.
2. Consider the factors that have contributed to a shift in research focus in the area of communication during the past fifty years.
3. Critically evaluate universal and contingency approaches to organisational structure in the context of the contemporary organisation. Amplify with reference to empirical research.
4. 'Although no single framework for describing organisational culture has been forthcoming, several have been suggested' (Moorhead & Griffin, 1998). Discuss with reference to relevant emerging issues.
5. Discuss the following statement: 'The iron fist of industrialism did not disappear; it just became hidden by a velvet glove' (Mills & Simmons, 1995). Support your answer by drawing on psychological research.