

Answer questions from two options
Answer all questions from the options you have studied

Section D : Organisational Psychology
Answer all questions.

13 Jin and Kasem each manage a group of workers. Jin allows each of her workers to take responsibility for part of a project from start to finish. Kasem invites his group of workers to meet socially. Both Jin and Kasem say their approach to management will meet the needs of their workers

From McClelland's theory of achievement motivation,

(a) **Explain** which need is being met by Jin. [2]

Ans.

Jim is meeting the need for _____ She is giving her _____

(b) **Explain** which need is being met by Kasem. [2]

Ans.

Kasem is meeting the need for _____
_____.

Commented [JV1]: The command term 'explain' here is given in relation to the context. The answer should be fully linked to the stem

Commented [JV2]: Aim to answer in _____ words for 2-markers

Commented [JV3]: Underline _____

14 (a) **Outline** what is meant by 'valence' from Vroom's VIE theory of motivation. [2]

Ans.

'Valence' refers to the [redacted]
[redacted]
[redacted].

(b) Explain **one** reason why Vroom's VIE theory of motivation could be considered holistic. [2]

Ans.

Vroom's VIE theory is holistic to the extent that [redacted]
[redacted]
[redacted]

Commented [JV6]: 'Outline' is an AO1 command term. Simply

[redacted]
[redacted]

[redacted]
[redacted]
[redacted]

[redacted]
[redacted]
[redacted]

15 Lucy owns a restaurant. She pays her workers a good salary but notices they are not satisfied with their jobs. Lucy reads about Herzberg's two factor theory of job satisfaction and thinks her workers will be more satisfied if she provides them with motivators.

(a) Suggest **two** ways that Lucy could provide her workers with 'motivators'. **[4]**

Ans.

Firstly, Lucy could provide recognition in the form of [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

(b) Explain **one** weakness of Herzberg's two factor theory of job satisfaction. **[2]**

Ans.

One weakness is that it does not account for [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Commented [JV10]: When **two** of something is asked for, make sure to give [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

Commented [JV13]: 'Explain' here is an [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

15 (a) Describe the study by Cuadrado et al. (2008) on leadership style and gender. [6]

Ans.

Cuadrado et al. aimed to investigate whether psychology students from

136

Stereotypically masculine behaviour involved

Results showed that contrary to researchers' expectations, supervisors were assessed

Commented [JV15]: Describe is an AO1 command term. You have to

Commented [JV18]: Always organise any study

(b) Evaluate the study by Cuadrado et al, including a discussion about self-reports

Evaluation in your answer can include strengths, weaknesses and a discussion of issues and debates. [10]

Ans.

The use of self-reports in the study by Cuadrado et al. was a strength given i

. However, use of self-reports can create the problem of s.

Application to everyday life is another relevant consideration. To the extent that

Finally, with respect to the idiographic versus nomothetic debate, Cuadrado et al. adopted a
However, collecting qualitative data would have

Commented [JV19]: 'Evaluate' is an AO3 command term. Make sure to present only strengths and weaknesses in response - no descriptions

Commented [JV20]: The topic given in the 10-marker will always be

Commented [JV24]: Make sure to *NOT* include these things in the 10-marker. They are not creditworthy:

Commented [JV27]: Signpost every paragraph by

Commented [JV29]: Context and analyses is evident in

Need more guidance for this paper?

Watch the video lesson on https://youtu.be/S8utV-8CuUs?si=mEL_bdrLiVYoHGf0

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