#### PYC 1502 ASSIGNMENT 2 MEMO

1. Xenophobic attacks are driven by my beliefs about the ingroup and outgroup. Which theory/theories explain this notion?

- a. Socio-biological theories
- b. Instinct theory
- Frustration aggression theory
- d. Social Identity Theory

2.Jordaan (1998) proposed a few strategies for intergroup co-operation. Which of the following refers to the social spaces consisting of various groups?

- a. Maintain interpersonal contact
- b. Maintain co-operative activities
- c. Multicultural identity
- d. Maintain equity status

3. Which of the following theories works on the premise of identifying needs and drives and how individuals prioritise these?

- a. Motivation-hygiene theory
- b. McClelland's theory of needs
- c. Hierarchy of needs theory
- d. All of the above

4. HR consultant from Organisation X is worried that with all the changes that the pandemic brought, the organisation is not strong enough to adapt to these changes and they need to have a needs analysis of what skillsets employees need in order to make the organisation more adaptable to these changes.

What type of needs analysis does Organisation X need to conduct in the above scenario?

- a. Operations/task analysis
- b. Individual analysis
- Organisational analysis
- d. All of the above

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**R Barnett** 

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