UNIVERSITY OF JOHANNESBURG

DEPARTMENT INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT
DEPARTEMENT BEDRYFSIELKUNDE EN MENSBESTUUR

PROGRAMME IN INDUSTRIAL PSYCHOLOGY
PROGRAM IN BEDRYFSIELKUNDE

JUNE EXAM 2014/*EKSAMEN* 2014

MODULE: INDUSTRIAL PSYCHOLOGY 3A
MODULE: *BEDRYFSIELKUNDE 3A*

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TIME/*TYD*: **MARKS/*PUNTE*:** 150

EXAMINER: Mr D de Vlamingh
EKSAMINATOR: *Ms N Morton*
MODERATOR: *Mr KP Moalusi*

Question 1/*Vraag 1 (20* marks/*punte*)

- Explain the difference between conceptual and actual criteria and explain how the selection of a good actual criterion can improve criterion relevance by reducing criterion deficiency and criterion contamination. Refer in your answer to the situation where you would like to measure the concept of mathematical aptitude (conceptual criterion), making use of a numerical reasoning test (actual criterion). (10 marks)
- Draw a diagram to illustrate these concepts. (5 marks)
- Apart from the numerical reasoning test, motivate the use of at least 3 other actual criteria that could be used to provide an additional indication of mathematical aptitude. (5 marks)

- *Verduidelik die verskil tussen konsepsuele en werklike kriteria en hoe die keuse van 'n goeie werklike kriterium, kriteriumrelevansie verbeter en kriteriumafwyking, en –kontaminasie beperk. Verwys in jou antwoord na die geval waar jy wiskundige aanleg (konsepsuele kriterium) wil meet deur middle van 'n numeriese redenasietoets (werklike kriterium).* *(10 punte)*
- *Skets 'n diagram om die konsepte verder toe te lig.* *(5 punte)*

- *Behalwe vir die numeriese redenasietoets, motiveer die gebruik van ten minste 3 ander werklike kriteria wat gebruik kan word om 'n addisionele indikasie van wiskundige aanleg te verskaf.* *(5 punte)*

Question 2/*Vraag 2 (15* marks/*punte*)

Compare the worker orientated job analysis procedure with the task orientated job analysis procedure by briefly describing each procedure (12 marks). Is it possible to use a combination of these two methods? – motivate your answer briefly (3 marks).

Vergelyk werker georienteerde posontledingsprosedure met taakgeorienteerde posontledingsprosedure deur die twee prosedures kortliks te bespreek (12 punte). Is dit moontlik om 'n kombinasie van die twee metodes te gebruik? – motiveer kortliks (3 punte).

Question 3/*Vraag 3* (20 marks/*punte)*

What are the requirements for efficient psychological assessment? Refer in your answer to reliability and validity as indicators of efficiency (10 marks) and also to what Arvey and Rentz (1992) and Taylor (1992) recommended to ensure fairness in the process of assessment (10 marks).

Wat is die vereistes vir effektiewe sielkundige assessering? Verwys in jou antwoord na betroubaarheid en geldigheid as maatstawwe van effektiwiteit (10 punte) en na wat volgens Arvey en Rentz (1992) en Taylor (1992) gedoen moet word om te verseker dat regverdigheid ook toegepas word in die proses van assesering (10 punte).

Question 4/*Vraag 4* (20 marks/*punte)*

4.1. Depict a sequential view of the staffing process diagrammatically (10)
4.2. Name and briefly describe the stakeholders in the staffing process, with specific reference to each stakeholder's needs and goals. (6)
4.3. Describe the difference between false positive and false negative errors as it will apply when using matric results as a predictor for university pass rates (criterion). (4)

4.1. Skets 'n opeenvolgende beeld van die personeelverkrygingsproses in 'n diagram formaat. *(10)*

4.2. *Noem en bespreek kortliks die belanghebbendes in die personeelverkrygingsproses en verwys spesifiek na elkeen se behoeftess en doelwitte.* *(6)*

4.3. *Beskryf die verskil tussen fals positiewe en fals negatiewe foute soos wat dit van toepassing sal wees wanneer matriekresultate gebruik word as voorspeller van universiteitsslaagsyfer (kriterium)* (4)

Question 5/*Vraag 5* (15 marks/*punte*)

Name and briefly describe the 7 stages in the expanded change cycle proposed by Elizabeth Kübler-Ross and what you would do to assist an employee who is going to be retrenched after 20 years of service, during each stage.

Noem en bespreek kortliks die 7 stadiums in die uitgebreide veranderingsiklus voorgestel deur Elizabeth Kübler-Ross en wat jy sal doen om 'n werknemer by te staan wat afgelê gaan word na 20 jaar diens, tydens elke fase.

Question 6/*Vraag 6* (25 marks/*punte*)

Discuss the organisational actions that should be undertaken to support a new employee during the establishment phase of their career development and also discuss the individual actions that will be most beneficial to new employees during this phase

Bespreek die organisatoriese aksies wat onderneem moet word ten einde 'n nuwe werknemer te ondersteun gedurende die vestigingstadium van hulle loopbane en bespreek ook die individuele aksies wat die mees voordelig sal wees vir nuwe werknemers gedurende hierdie fase.

Question 7/*Vraag 7* (15 marks/*punte*)

Vodacom asked you to advise them on what they could do as responsible organisation to assist their employees with work-family issues. Describe the organisational responses that you would recommend to them.

Vodacom het jou gevra om hulle te adviseer oor wat hulle as verantwoordelike organisasie kan doen om hulle werknemers te help met werk-gesins aangeleenthede. Beskryf die organisasieaksies wat jy vir hulle sal aanbeveel.

ELLECTIVE QUESTION / KEUSEVRAAG
DO ONLY ONE OF THE FOLLOWING 2 QUESTIONS / DOEN SLEGS EEN VAN DIE VOLGENDE TWEE VRAE:

Question 8/*Vraag 8* (20 marks/*punte*)

Discuss 10 common implications of all the theories of career development on career guidance.

Bespreek 10 algemene implikasies van al die loopbaanontwikkelingsteorieë op loopbaanvoorligting.

OF/ OR

Question 9/*Vraag 9* (*20* marks/*punte*)

Describe Holland's typology of career options by referring to the six personal styles and the themes and occupational environment associated with each style. Also provide an indication of the two occupational themes most applicable to a career as Industrial Psychologist – motivate your choice.

Beskryf Holland se tipologie van loopbaanopsies deur te verwys na die ses persoonlike style en die beroepstemas en beroepsomgewings van toepassing op elke styl. Gee ook 'n aanduiding van watter twee van die beroepstemas volgens jou die mees toepaslike sal wees vir 'n loopbaan as bedryfsielkundige – motiveer jou keuse.

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