QUESTION 1 [18 marks]

1.1 Define criteria in the context of Industrial Psychology. *(3 marks)*

1.2 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. In your answer, refer 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). *(6 marks)*

1.3 Draw and name a diagram to illustrate these concepts. *(3 marks)*

1.4 Apart from the numerical reasoning test, motivate the use of 3 other actual criteria that could be used to provide an additional indication of mathematical aptitude. *(6 marks)*
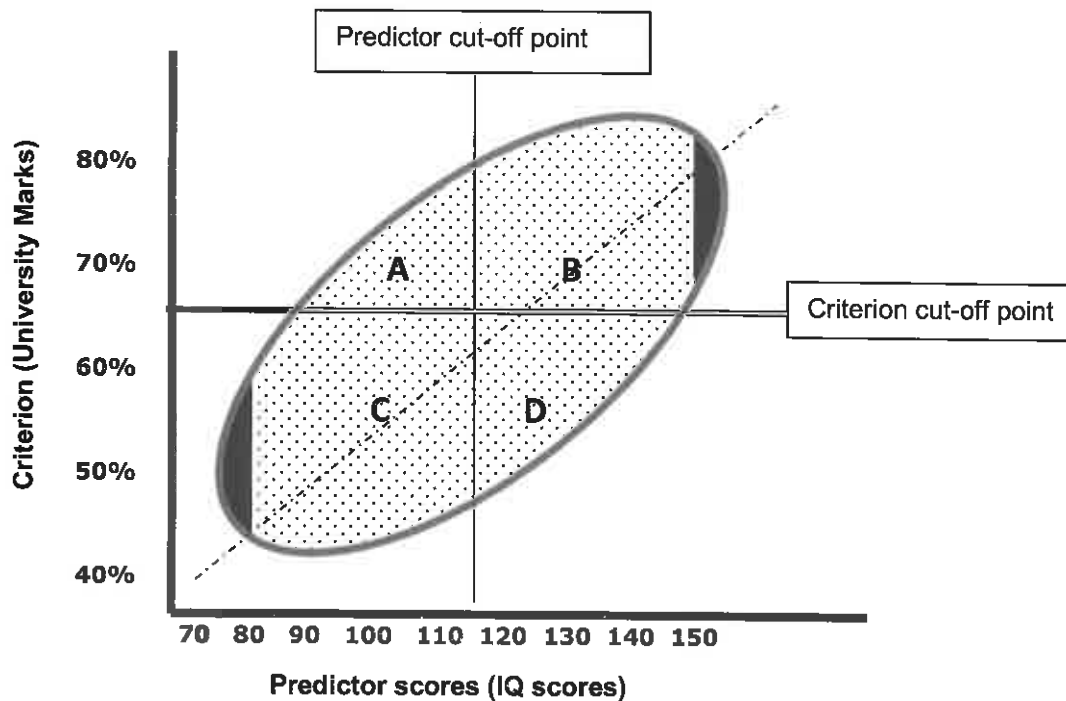
QUESTION 2 [10 marks]

Identify the requirements for efficient psychological assessment. Refer in your answer to reliability and validity as indicators of efficiency. *(10 marks)*

QUESTION 3   [12 marks]

Below is a predictor-criterion scatter plot of research done on the relationship between IQ scores (predictor) and University marks (criterion). Answer the following questions based on this diagram.

3.1 Name and describe the candidates represented in each of the four quadrants marked **A, B, C and D**.   *(4 marks)*

3.2 If you decide to set the **predictor cut-off** so that no candidates that have passed at University will be excluded (no false negatives) what is the best cut-off point? What is the disadvantage of such a cut-off point?   *(2 marks)*

3.3 If the **criterion cut-off** is increased to 65%, at round about which IQ score will you have to set your predictor cut-off to ensure that no false positives are included? What is the disadvantage of such a cut-off point?   *(2 marks)*

3.4 What would happen to **quadrant A and D** if the validity of the predictor was improved to 0.95? (it is 0.50 as depicted). Is this likely to happen in Industrial Psychology research? Motivate your answer.   *(2 marks)*

3.5 If the University decreases its pass mark to 40%, what will be your recommendation for a predictor cut-off point?   *(2 marks)*

QUESTION 4   [15 marks]

4.1 Illustrate a sequential view of the staffing process diagrammatically.   *(11 marks)*

4.2 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 marks)*

QUESTION 5   [15 marks]

Name and describe the 5 stages of individual reactions in the 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.   *(15 marks)*

QUESTION 6   [20 marks]

All career development theories have common implications for career counselling – name
and fully describe 10 of these implications.   *(20 marks)*

QUESTION 7   [20 marks]

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.   *(20 marks)*

QUESTION 8   [20 marks]

Discuss the organisational actions that should be undertaken to support a new employee
during <u>both</u> the establishment and achievement phases of their career development.

(20 marks)

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QUESTION 9 [20 marks]

9.1 Describe the Model of Work-Family Conflict by naming and describing the types of conflicts individuals are faced with. *(10 marks)*

9.2 A multi-national organisation asked you to advise them on what they could do as a responsible organisation to assist their employees with work-family issues. Describe the organisational responses that you would recommend to them. *(10 marks)*

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