



FACULTY OF MANAGEMENT

**DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND
PEOPLE MANAGEMENT**

PROGRAMME IN INDUSTRIAL PSYCHOLOGY

JANUARY SUPPLEMENTARY EXAMINATION 2017

MODULE: CONTEMPORARY ISSUES IN PERSONNEL
PSYCHOLOGY

CODE: IPS8X02

NUMBER OF PAGES: 2 **TOTAL MARKS:** 100

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INSTRUCTIONS TO CANDIDATES:

- This is a closed book exam. No notes and/or books are permissible in this exam
- This paper consist of two pages with one question (QUESTION 1) and two sub questions (QUESTION 1.1 & QUESTION 1.2): Follow the instructions as specified in the respective question
- Read the questions carefully and answer only what is asked
- **Number your answers clearly**
- Write neat and legibly
- Structure your answers by using the rubric: Refer to the number within the rubric when providing critique for that specific section
- The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessments
- When referring to text within the proposal, provide the page number, together with the line number (as indicated within each proposal):
e.g. pg 3, line 20
- You are expected to write a critical reflection on the topic provided
- No marks are allocated for scoring the rubric

**MODULE: HONOURS IN INDUSTRIAL PSYCHOLOGY: CONTEMPORARY
ISSUES IN PERSONNEL PSYCHOLOGY**

QUESTION 1:

In a global workplace report, South Africa was amongst the countries that had one of the lowest levels of work engagement (Gallup, 2013). As compared to the five major emerging economies group BRICS (Brazil, Russia, India, China, South Africa), South Africa had the highest percentage of actively disengaged employees (Gallup, 2013). One of the proven positive behavioural outcomes of an engaged employee, is that they are productive (Harter, Schmidt, & Hayes, 2002). Therefore, understanding predictors that promote work engagement, could contribute towards diminishing active disengagement, thereby improving productivity. A possible predictor that was identified, is psychological availability.

Three research proposals are provided that address the topic of psychological availability. Critically review EACH proposal by addressing the following:

- 1.1 Utilise the rubric provided, and provide a critical reflection for proposal 1, proposal 2, and proposal 3.

The rubric is to be used as a guideline when critically reviewing each proposal. **No marks** will be given for scoring the rubric

1.1.1 Proposal 1

Section: 1, 2, 3, 4, 6, 7, 8 (25)

Section: 5, 10, 11, 12 (5)

1.1.2 Proposal 2

Section: 1, 2, 3, 4, 6, 7, 8 (25)

Section: 5, 10, 11, 12 (5)

1.1.3 Proposal 3

Section: 1, 2, 3, 4, 6, 7, 8 (25)

Section: 5, 10, 11, 12 (5)

- 1.2 Identify and justify which ONE of the proposals has addressed the topic of psychological availability the best. (10)

[100]

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