



FACULTY OF MANAGEMENT

**JUNE EXAMINATION
2017**

**DEPARTMENT INDUSTRIAL PSYCHOLOGY & PEOPLE
MANAGEMENT**

PROGRAMME IN INDUSTRIAL PSYCHOLOGY

MODULE: HONOURS: CONTEMPORARY ISSUES IN ORGANISATIONAL AND
CAREER PSYCHOLOGY
CODE: IPS8X01
DATE: 29 May 2017
DURATION: 3 HRS
TIME: 08:30
TOTAL MARKS: 100

EXAMINER: MS N MAMATHUBA (UNIVERSITY OF JOHANNESBURG)
EXTERNAL EXAMINER: DR N CARRIM (UNIVERSITY OF PRETORIA)
NUMBER OF PAGES: 4

INSTRUCTIONS

- Question papers must be handed in
- Read the questions carefully and answer only what is asked
- ALL questions must be answered
- Number your answers clearly and correctly
- Write neatly and legibly
- Structure your answers by using appropriate headings and sub-headings
- The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment

QUESTION 1

[30 MARKS]

Case Study:

Moses background:

Moses just passed his matric (grade 12) with flying colours. He is a hardworking and dedicated student. He received distinctions for the following subjects: Maths, Science and Biology, and Business studies. Moses has been accepted to study for Medicine at Wits University, *without* a bursary. He has also been accepted at UJ to study Bcom Business Management with a bursary. Although Moses would like to study medicine, the reality is that he does not have the required funds to do so. He is conflicted regarding which route to go.

Moses's personality profile indicates that he tends to be:

- ☒ Warm-hearted
- ☐ A sociable extrovert
- ☐ Intuitive
- ☒ Creative
- ☐ Anxiety prone
- ☐ A procrastinator
- ☒ Prefers to be led
- ☐ Open-minded
- ☐ Very low on rule-following

Moses background:

Moses is a young man who comes from a financially disadvantaged family. Moses' parents don't have money to send him to further his studies. Moses has a soft spot for his family and he wants to finish school as soon as possible so he can help with the family circumstances. Being the first born male in the family, Moses feels great responsibility upon himself to take care of his family.

Moses is the first child in the family to be able to finish school and have an opportunity to go and attend University. His family has high aspirations for Moses and only want the very best for him.

Moses has very strong religious beliefs and values. He has grown up poor and he feels his community has helped him a great deal in dealing with these circumstances and his mission in life is to give back to the community.

Questions:

1. Given the factors in the case study, name and discuss any of the **relevant key** factors of the systems theory framework that you can use to guide Moses decision making in the career discussion **by:**

- 1.1 Mentioning the relevant factors in the systems theory that relate to Moses' life Moses (10 Marks)
- 1.2 Relate the factors mentioned in 1.1 to the life choices Moses is faced with (10 Marks)
- 1.3 Give a career recommendation to Moses based on your argument (10 Marks)

QUESTION 2 [30 MARKS]

- 2.1 What are the background principles guiding Holland's theory (6 Marks)
- 2.2 Name and describe Holland's Hexagon/RIASEC model. (12 Marks)
- 2.3 In which category would a person like you typically fit into in the Hexagon/RIASEC model, and what kind of a career would a person in that category follow according to Holland's model. (4 Marks)
- 2.4 Motivate if Holland's model of career guidance is a good fit for the South African context (8 Marks)

QUESTION 3 [40 Marks]

Case Study:

Anda is a 32 year old woman who has climbed the career ladder very well and very quickly. She has an MBA from Harvard. She has worked extremely hard and is currently in a senior management position in her organization. She is a high performer and as such receives maximum bonuses from the organization. People are always complementing her that she is doing so well and a lot of young people look up to her.

Anda has recently married and gave birth to a baby boy. Anda is suddenly feeling extremely conflicted. Although Anda would still like to continue to work, she deeply feels that she is in a phase of her life where she wants to look after her baby boy full time.

Anda's partner earns less than her, but his salary is not bad. It can sustain the family. Anda is very conflicted and recommends you as an external Industrial psychologist to give her some career counselling.

Questions:

3.1 The Organization Anda works for wants to know that you are the right person to do this career discussions. What are the key competencies of a career counsellor?

(10 Marks)

3.2 Name the recent trends in women's career development theory and give at least one example of each

(6 Marks)

3.3 In advising Anda about the next steps in her career life, you will need to employ some of the career adaptability in terms of the four "adapt-abilities". Name and explain any three of the four "adapt-abilities"

(6 Marks)

3.4 Using the case- study above, use the *life design intervention model* and discuss the six general stages that informs Anda's unique experiences and help her to come to a suitable intervention of her career crisis.

(18 Marks)

TOTAL: 100