



COLLEGE OF BUSINESS AND ECONOMICS

PROGRAMME IN INDUSTRIAL PSYCHOLOGY

JANUARY SUPPLEMENTARY EXAMINATION 2017

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

CODE: IPS8X02

DATE: NOVEMBER 2017

TIME: 08:30

TOTAL MARKS: 100

EXAMINER(S): DR. KAROLINA ŁABA

EXTERNAL MODERATOR(S): MR. MICHAEL ROUTLEDGE

NUMBER OF PAGES: 2

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
- Proposal 1 and proposal 2 are provided in a separate exam booklet. ENSURE THAT YOU RECEIVE AN EXAM BOOKLET WITH TWO PROSALS THEREIN
- 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 provided: 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 assessment
- 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; Gallup, 2016). 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.

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

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

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 (15)

1.1.2 Proposal 2

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

Section: 5, 10, 11, 12 (15)

- 1.2 Identify and justify which ONE of the proposals have addressed the topic of psychological availability the best. (20)

[100]

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RUBRIC

Example Developing Writer						Proficient Writer					
1.	Does not clearly state the thesis	1	2	3	4	5	6	Clearly states the thesis			
2.	Explains difficult terms, concepts, facts and/or ideas poorly	1	2	3	4	5	6	Explains difficult terms, concepts, facts and/or ideas clearly			
3.	Doesn't break down the issue into parts for detailed analysis	1	2	3	4	5	6	Properly breaks down the issue into parts for detailed analysis			
4.	Does not support arguments	1	2	3	4	5	6	Supports arguments well			
5.	Does not use reliable literature	1	2	3	4	5	6	Uses only reliable literature			
6.	Has not organised ideas and/or information coherently	1	2	3	4	5	6	Has organised ideas and/or information coherently			
7.	Integrates other people's ideas poorly	1	2	3	4	5	6	Integrates other people's ideas accurately			
8.	Does not demonstrate a clear stand on the issue	1	2	3	4	5	6	Demonstrates a clear stand on the issue			
10.	Has not used the appropriate academic writing style	1	2	3	4	5	6	Has used the appropriate academic writing style			
11.	Does not cite the literature accurately	1	2	3	4	5	6	Cites the literature accurately			
12.	Makes many grammatical, spelling and punctuation errors	1	2	3	4	5	6	Writing is free from grammatical, spelling and punctuation errors			

Sourced from: Dr. Abi Shidrah Binti Md Usaid
(Doctoral Dissertation)
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