



COLLEGE OF BUSINESS AND ECONOMICS

DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT

PROGRAMME IN INDUSTRIAL PSYCHOLOGY

AUCKLAND PARK / DOORNFONTEIN CAMPUS

NOVEMBER MAIN EXAM 2017

MODULE: INDUSTRIAL PSYCHOLOGY 2B (PSYCHOLOGICAL ASSESSMENT AND RESEARCH METHODOLOGY)

MODULE CODE: IPS22B2 / BSK2B01

PAGES: 9

DATE: 14 NOVEMBER 2017

MARKS: 100 MARKS

DURATION: 3 HOURS

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MODERATOR(S): MS. NEO MAMATHUBA

INSTRUCTIONS

- Students may use a calculator.
- Place the question paper in the exam book and hand in both.
- Number your answers clearly.
- Write neatly and legibly.
- The multiple choice questions must be answered at the back of the exam book and in pen.
- Write your name and student number on the front page of each exam book.
- Answer all the questions.
- The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment.

Question 3**[10 Marks]**

Compare standardized and projective assessment instruments in table form.

[10]

Question 4**[10 Marks]**

Provide a critical discussion of the potholes inherently present in the interpretation of psychometric assessment.

[10]

Question 5**[25Marks]**

- 5.1 Indicate four categories of measures that one would typically include in a career counselling assessment. Provide the name of one test to be found in each of these categories (do not use abbreviations). $\frac{1}{2} \times 8 = (4)$
- 5.2 Name and briefly describe three situational tests that organizations can employ in selection (6)
- 5.3 Critically discuss concerns and disadvantages of computer-based testing. (7)
- 5.4 Name the three things a person must do according to the person-environment-fit approach that a person must do when choosing a career. (3)
- 5.5 List Langley's five components of career maturity that is measured in his Career Development Questionnaire. (5)
- [25]

Question 6**[15 Marks]**

You are the Industrial Psychologist at SHOW-ME-THE-MONEY Bank. It has come to your attention that employees are experiencing tremendous stress. You want to investigate the effectiveness of a stress management programme with a view to possibly applying it to the whole organization. But first you want to determine the effectiveness of the programme. You decide to let the Finance Department and the Human Resources Department participate in your study. Employees from both departments are requested to complete a stress questionnaire. The Finance Department employees are then requested to attend the six-month-long stress management programme. After completion of the programme, employees of both the Finance – and Human Resources Departments are both requested to complete the stress questionnaire again. You then compare the two groups through the application of descriptive and inferential statistics.

- 6.1 Did you conduct quantitative or qualitative research? Give a reason for your answer. (2)
- 6.2 Is this an example of basic or applied research? Provide two reasons for your answer. (3)

- 6.3 What type of research design is employed in this investigation?
Explain your answer. (3)
- 6.4 What is the main problem with this type of design? (1)
- 6.5 Identify the dependent and independent variable in the investigation. (2)
- 6.6 Name and discuss two possible threats to internal validity in this study.
(4)
- [15]

[TOTAL MARKS = 100]