



FACULTY/COLLEGE	College of Business and Economics
SCHOOL	Johannesburg Business School
DEPARTMENT	Industrial Psychology and People Management (IPPM)
CAMPUS(ES)	APK
MODULE NAME	Contemporary Issues in Organisational and Career Psychology
MODULE CODE	IPS8X01
SEMESTER	First
ASSESSMENT OPPORTUNITY, MONTH AND YEAR	FSAO – Final Summative Assessment Opportunity May/June 2019

ASSESSMENT DATE	27 May 2019	SESSION	08:30 – 11:30
ASSESSOR(S)	Mr MA Themba		
MODERATOR	Prof NMH Carrim (University of Pretoria)		
DURATION	3 hours (180 min)	TOTAL MARKS	100

NUMBER OF PAGES OF QUESTION PAPER (Including cover page)	3
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INFORMATION/INSTRUCTIONS:

- This is a closed-book assessment.
 - Question papers must be handed in at the end of the exam session
 - Read the questions carefully and answer only what is required.
 - Number your answers clearly and correctly as per the question paper.
 - Write neatly and legibly on both sides of the paper in the answer book, starting on the first page.
 - 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.
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QUESTION 1**[30 MARKS]**

Please read the case study and answer the questions below.

Siyabonga is a young man who comes from a financially disadvantaged family. He recently passed Grade 12 with flying colours. He is a hardworking and dedicated student. He received distinctions for the following subjects: Mathematics, Physical Science, Biology, and Business Studies. Siyabonga has been accepted to study for Medicine at Wits University, without a bursary. He has also been accepted at the University of Johannesburg to study BCom (Business Management) with a bursary. Although Siyabonga would like to study medicine, the reality is that he does not have the required funds to do so. He is conflicted regarding which academic route to follow.

Siyabonga'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

Siyabonga's parents do not have money to send him to further his studies after matriculation. Despite the financial challenges, Siyabonga has a soft spot for his family and he wants to finish school as soon as possible so he can assist his family alleviate their social and financial hardships. Being the first born male in the family, Siyabonga feels greater responsibility upon himself to take care of his family.

Siyabonga is the first child in the family to complete high school and enrol for tertiary education. His family has high aspirations for Siyabonga and only want the very best for him. Siyabonga has very strong religious beliefs and values. He has grown up poor and feels his community has helped him a great deal in dealing with these difficult circumstances and his mission in life is to give back to the community.

Given the situation in the above case study, identify and discuss the relevant key factors of the systems theory framework that you can use to guide Siyabonga's decision making in a career discussion by:

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

QUESTION 2**[30 MARKS]**

According to John Holland (1992), individuals are attracted to a given career because of their particular personalities and numerous variables that constitute their backgrounds.

- 2.1 Briefly discuss the background principles guiding Holland's theory. (6)
- 2.2 Briefly describe Holland's hexagonal model. (12)
- 2.3 Briefly explain how would an individual like yourself typically fit into this hexagonal model, and what kind of a career would a person in that category follow according to Holland's model. (4)
- 2.4 Motivate if Holland's model of career guidance is a good fit for the South African context. (8)

QUESTION 3**[40 MARKS]**

Please read the case study and answer the questions below.

Naledi is a 34 year old woman who has climbed the career ladder very well and very quickly. She has an MBA from Harvard University. Naledi has worked extremely hard and is currently occupying a senior management position in her organisation. She is a high performer and as such receives lucrative bonuses as part of her remuneration package. Naledi constantly receives numerous compliments from various people for her hard work and achievements. She is doing so well and a lot of young people look up to her as a role model.

Naledi recently got married and gave birth to a baby boy. She is suddenly feeling extremely conflicted. Although Naledi would still like to continue working, she deeply feels that she is in a phase of her life where she wants to look after her son full-time. Naledi's partner earns less than her, but his income is not bad. It can sustain the family. Naledi is very conflicted and requests you as an external industrial psychologist to provide her some career counselling advice.

- 3.1 The organisation Naledi works for wants to know that you are qualified to conduct this career discussion/counselling. What are the key competencies of a career counsellor? (10)
- 3.2 Briefly discuss the recent trends in women's career development theory and give at least one example of each. (6)
- 3.3 In advising Naledi 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". Briefly describe any three of these four "adapt-abilities" (6)
- 3.4 Using the life design intervention model, discuss the six general stages that as informed by Naledi's unique experiences and assist her address her career situation. (18)

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