

IOP3703

October/November 2013

CAREER PSYCHOLOGY

Duration 2 Hours

75 Marks

EXAMINERS

FIRST

SECOND

EXTERNAL

MR KP MOALUSI

DR OM LEDIMO

PROF JS BASSON

DR RT TLADINYANE

Closed book examination

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This paper consists of 3 pages.

ANSWER ANY THREE (3) QUESTIONS FROM THE FOLLOWING FOUR (4) QUESTIONS.**QUESTION 1**

- (a) Explain the concept of work-family enrichment as one of the important needs associated with social values. Also discuss the type of career anchor that enables someone to obtain a balance between personal and family welfare on the one hand and work commitments on the other. (15)
- (b) Career wellbeing measures people's subjective career success as it is expressed in their positive and negative feelings about their own careers.

Explain the nature of the career as it has evolved in the 21st century world of work. Differentiate between the concepts of objective and subjective career success, and explain how these relate to the self-concept. (10)

[25]**QUESTION 2**

- (a) All professional and practising career counsellors and psychologists must be registered with the Health Professions Council of South Africa through the Professional Board of Psychology.

Discuss the ethical considerations regarding professional and personal actions as well as behaviour towards colleagues and clients. (10)

- (b) Distinguish between the protean career, boundary less career, composite career, and entrepreneurial career. Give an outline of the common characteristic these forms of career share. (15)

[25]**QUESTION 3**

A South African study of 300 black women in the early career stage (mean age 32) revealed that they value the security/stability, service/dedication to a cause, and lifestyle career anchors. These women were employed in the service industry.

- (a) Differentiate between the career development needs of men and women. Explain the three career phases of women as identified by O'Neill and Bilimoria by elaborating on the specific career phase of the women who participated in the South African study above. (10)
- (b) Explain the concept of career anchors as defined by Edgar Schein and describe their role in career decision-making. Discuss how the three career anchors identified in the study above relate to the career development needs of the women in this study. (10)
- (c) Suggest five career-development practices that organisations can implement to help these women experience greater career and job satisfaction. (5)

[25]**[TURN OVER]**

QUESTION 4

- (a) Discuss the career development competencies that children need to develop, and indicate how this can be facilitated in the preschool and elementary school environments (10)

- (b) Steve and Nomsa have been married for 15 years and they have three children. Nomsa, a qualified secretary, re-entered the labour market after her youngest child started school. Steve recently became a chartered accountant. Five years ago he obtained his BComm degree, and in the last three years he has completed a number of courses in accounting. He is presently employed as a financial manager at a well-known financial institution. His job offers recognition and exciting fringe benefits. He has worked for the same employer for the past twelve years. Their children are happy in their respective schools and participate in sport.

Steve is offered a promotion which requires him to relocate. To Steve this is an exciting challenge and a career boost. Nomsa, on the other hand, feels that finding another job in a new area is too much to ask. She believes that Steve's employer should also take her situation into consideration.

Which of the career patterns does Steve's career fit? Justify your answer by discussing the similarities between his career and the underlying motives for that pattern (5)

- (c) Discuss the family factors that are important for the success of the two-career relationship (10)
[25]

TOTAL [75]