

IOP303V
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CAREER PSYCHOLOGY
(INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY 303)

75 Marks

Duration 2 Hours

EXAMINERS
FIRST

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SECOND
EXTERNAL

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This paper consists of 3 pages.

[TURN OVER]

ANSWER ANY THREE (3) OF THE FOLLOWING FOUR (4) QUESTIONS:**QUESTION 1**

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)

Total: [25]**QUESTION 2**

Career wellbeing measures people's subjective career success as this is expressed by people's positive and negative feelings (ie about their careers).

- (a) 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)
- (b) Explain the importance of subjective wellbeing in the context of careers. Elaborate on the outcomes of wellbeing in the work context. (10)
- (c) Discuss five organisational interventions that may help to optimise people's sense of subjective wellbeing at work. (5)

Total: [25]**QUESTION 3**

- (a) As a work value, economic/material rewards have their origins in the Protestant work ethic of wealth accumulation and hard work. Explain five reasons why people continue to work hard today, despite the fact that we live in more affluent times. (10)
- (b) Social values are centred on relationships with people and are affective rather than material. Explain the concept of work-family enrichment as a social value. (5)
- (c) Managing one's career in the contemporary workplace requires individual qualities and a career competency that differ considerably from those that were adequate in the past. Explain the concepts of *inner value capital* and *psychological career resources* as aspects of an individual's career competency. (10)

Total: [25]**[TURN OVER]**

QUESTION 4

- (a) The postmodern perspective claims that individuals construct or perceive their own reality or truth. The focus is therefore on individuals' subjective career experience of their career development, individuals are seen as the agents who construe their careers. Discuss Savickas's career construction theory by elaborating on the concepts of life structure, career adaptability, personality style and life theme stories (20)
- (b) Discuss the ethical standards that career counsellors must adhere to in the South African workplace context and explain how ethical conflicts arise (5)

Total: [25]**GRAND TOTAL: [75]**