

**IOP3703
IOP303V**

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CAREER PSYCHOLOGY

Duration 2 Hours

75 Marks

EXAMINERS
FIRST :
SECOND
EXTERNAL

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This paper consists of three (3) pages.

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

Long-term career planning concerns the individual's being, that is, finding a purpose in life and meaning in work.

- (a) Discuss the 21st-century career planning model. Illustrate your answer by means of a figure. (10)
- (b) Discuss five future trends that will have a major influence on the 21st-century world of work. (5)
- (c) Discuss how the work values that influence the meaning of work for individuals drive their needs for performance recognition, rewards, personal growth, development and choice of a career as well as a need for work-life balance. (10)

Total: [25]

QUESTION 2

Career wellbeing measures people's subjective career success as expressed by positive and negative feelings (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) 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)

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- (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)

Total: [25]

QUESTION 4

Career development theories offer a framework in which career counsellors examine and explain individuals' career behaviour.

- (a) Describe the psychological processes that constitute types in Jung's theory, and indicate their relevance to occupational choice. (10)
- (b) Discuss the person-in-environment perspective of Cook, Heppner and O'Brien. (5)
- (c) Describe four categories of typical career-transition services that organisations can provide to assist their ex-employees to find new jobs. (10)

Total: [25]

GRAND TOTAL: [75]