

**IOP3703
IOP303V**

October/November 2012

CAREER PSYCHOLOGY

Duration 2 Hours

75 Marks

EXAMINERS :

FIRST

MR KP MOALUSI

PROF RM OOSTHUIZEN

SECOND

PROF SC VAN DER WESTHUIZEN

EXTERNAL

PROF JS BASSON

Closed book examination.

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This paper consists of four (4) pages

[TURN OVER]

ANSWER ANY THREE (3) OF 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) The following advertisement appeared on the notice-board of a company that had experienced lay-offs. This illustrates the reality of the new work environment and should inspire individuals to take control of their careers

We can't promise you how long we'll be in the business
We can't promise you that we won't be bought by another company
We can't promise you that there will be room for promotions
We can't promise that your job will exist until you reach retirement age
We can't promise that the money will be available for your pension
We can't expect your undying loyalty and we aren't sure we want it.

Discuss the concepts of career resilience and career adaptability in the 21st century world of work. Also discuss the new knowledge and skills that are required for more technical and complex work. (10)

Total: [25]

QUESTION 2

- (a) 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)

- (b) Read through the case study below and answer the questions that follow

Mr P Mokgaba, who is in possession of a BCom degree, has participated in an engagement survey in his organisation. He has been in an administrative position for the past ten years. Over the past two years his productivity has dropped, and this year he received poor performance ratings. Mr Mokgaba has also over the past few years been using too much alcohol at organisational functions. Recently, his colleagues have often heard him complaining about his job.

The engagement survey Mr Mokgaba participated in measured the components of authentic happiness (ie life satisfaction, pleasure, engagement and meaning). The three psychological conditions that contribute to work engagement (ie psychological meaningfulness, safety and availability) and the antecedents of work engagement were also touched upon in the survey. Mr Mokgaba obtained the following sten scores

[TURN OVER]

Life satisfaction	4	Pleasure	8	Engagement	3	Meaning	3
Psychological meaningfulness	3	Psychological safety	6	Psychological availability	2	Work-role fit	3
Job enrichment	4	Relations with supervisor	5	Relations with colleagues	7	Norms	7
Self-consciousness	7	Cognitive resources	3	Emotional resources	3	Physical resources	5

Interpretation of sten scores

1-3 – Low

4-7 – Average

8-10 – High

Answer the following questions

- (b1) Discuss the authentic happiness formula as well as the definition and dimensions of work engagement (10)
- (b2) How would you interpret Mr Mokgaba's results regarding authentic happiness and work engagement? (2)
- (b3) Which factors are impacting on Mr Mokgaba's authentic happiness and work engagement? (3)

Total: [25]**QUESTION 3**

- (a) The Diagnostic Framework for Career Services is based on Savickas's (1994) model for coherent career services

Discuss each of the career services in the framework in terms of how it relates to the individual's vocational self, career self or various life roles (15)

- (b) 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)

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

QUESTION 4

- (a) Describe the characteristics and life tasks of the middle adulthood life/career stage. Also discuss the so-called midlife crisis and organisational career development support. (15)
- (b) Read through the following case study below and answer the questions that follow

Sam (35 years)

I am married and have a three-year-old daughter. My family and I live in Secunda. My wife is a full-time student at a local tertiary institution. I grew up in Limpopo and after completing my high school education, I moved to Secunda where I attended an artisan's training programme. After completing the training, I began working as a semi-skilled employee for various contractors in the petrochemical industry, which involved relocating from one area to another. I am now married and recently started working as a superintendent. My wife and I have just bought a house. Now that I am married, I have begun to re-evaluate my personal values, aspirations, motives and needs, as well as my vocational and life roles. I am looking for a permanent job so that I do not have to relocate as often as I used to do when I was still single.

I have always dreamt of qualifying as an artisan because I saw many artisans were able to live "the good life". I feel proud of my personal career achievements. It is very unusual to become a superintendent at my age, people in this industry manage to become superintendents in their forties or fifties, yet at the age of 35 I was already appointed in the position of superintendent.

I am very attached to my job, and I believe that I am lucky to feel that my personal motives, values and interests are congruent with my current job. I have always liked working with machines and I am good at fixing things. As a contract worker I realise that my job security is not always assured, hence I save most of my earnings while I am employed. This enables me to continue to live well with my family, which is very important to me. I also continually try to broaden my skills and experience by working in the mines from time to time, as I feel that this will increase my chances of finding a job should I become unemployed. By passing a trade test and getting jobs done quickly and efficiently, I have managed to earn a good name for myself, which certainly contributed towards my being appointed as superintendent. My willingness to work overtime and on weekends has also played an important role in creating a good image. These days, I find it easy to get a job because many people know me in the industry.

- (b1) Discuss the types of work-family conflict that can arise from variables in the work and family domains. (7)
- (b2) Review the challenges that married couples face. Being a contract worker and married with a family, what potential work-family conflict may Sam have to deal with in the future? (3)

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