

IOP3703

May/June 2013

CAREER PSYCHOLOGY

Duration 2 Hours

75 Marks

EXAMINERS

FIRST

SECOND

EXTERNAL

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Closed book examination

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This paper consists of 3 pages.

[TURN OVER]

ANSWER THREE QUESTIONS ONLY**QUESTION 1**

- (a) 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)

- (b) 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)

[25]**QUESTION 2**

- (a) 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)

- (b) Discuss five future trends that will have a major influence on the 21st-century world of work (5)

- (c) 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]

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QUESTION 3

- (a) Describe the psychological processes that constitute types in Jung's theory, and indicate their relevance to occupational choice (10)
- (b) Discuss the life tasks and challenges of early adulthood. Also, explain how the quarter-life crises affect young adults' experiences of their careers (15)
[25]

QUESTION 4

- (a) Managing one's career in the contemporary workplace requires individual qualities and a career competency that differ considerably from those that were sufficient in the past. Explain the concepts of *inner value capital* and *psychological career resources* as aspects of an individual's career competency (10)
- (b) Security lies in employability rather than in employment. Explain this statement by discussing the concept of employability. Also, explain how job obsolescence and career plateauing relate to the notion of continued employability (15)
[25]

TOTAL: [75]