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|---------------------|-----------------------------------------|--------------|-----|
| <b>FACULTY</b>      | HEALTH SCIENCES AND VETERINARY MEDICINE |              |     |
| <b>SCHOOL</b>       | SCHOOL OF ALLIED HEALTH SCIENCES        |              |     |
| <b>DEPARTMENT</b>   | PSYCHOLOGY AND SOCIAL WORK              |              |     |
| <b>SUBJECT</b>      | CAREER PSYCHOLOGY                       |              |     |
| <b>SUBJECT CODE</b> | A3512PC                                 |              |     |
| <b>DATE</b>         | NOVEMBER 2024                           |              |     |
| <b>DURATION</b>     | 3 HOURS                                 | <b>MARKS</b> | 100 |

### **Second Opportunity Examination Question Paper**

LECTURER: MICHAEL N. HOUGH

MODERATOR: F A Beukes

This question paper consists of 5 pages including this front page.

#### **Instructions**

- 1. You must answer all the questions**
- 2. Number your questions correctly**
- 3. Write neatly and legibly**
- 4. Please be reminded that cheating in the examination will result in a failing Grade**
- 5. This examination consists out of FOUR (4) sections.**

**ANSWER ALL THE QUESTIONS**

### **Multiple Choice Questions**

- 1.1 Which of the following describes a traditional career? (2)
- a) Work contract is with the self
  - b) Individuals define success through transferable skills
  - c) Work contract is with the organization and success is defined by salary and position
  - d) Involves holding more than one form of employment
- 1.2 Which of the following is a factor that provides meaning to work? (2)
- a) Sustains the quality of life
  - b) Helps us stay occupied
  - c) Gives us identity
  - d) All of the above
- 1.3 According to the Circumscription and Compromise Theory, career development is an attempt to implement what? (2)
- a) Career goals
  - b) Self-concept
  - c) External realities
  - d) Aspirations
- 1.4 What is the major construct that helps us understand personality according to Psychological Type theory? (2)
- a) Attitudes
  - b) Psychological processes
  - c) Psychological Type
  - d) Personality Pattern
- 1.5 Which of the following career environments corresponds to the Enterprising (E) personality type? (2)
- a) Teacher
  - b) Salesperson
  - c) Scientist
  - d) Mechanic

1.6 Which of the following stages is **not** part of Super's Life Career Rainbow? (2)

- a) Growth
- b) Establishment
- c) Disengagement
- d) Stabilization

1.7 The Systems Theory Framework considers career development to be: (2)

- a) A static process
- b) A linear sequence of stages
- c) A complex interplay of influences
- d) Solely dependent on individual choice

1.8 Which of the following is NOT one of the talent-based career anchors? (2)

- a) Technical/functional competence
- b) Security/stability
- c) General managerial competence
- d) Entrepreneurial creativity

1.9 Which of the following is NOT a characteristic of work-family conflict? (2)

- a. Time-based conflict
- b. Strain-based conflict
- c. Behavior-based conflict
- d. Emotional-based conflict

1.10 According to Shein, at what age do employees generally discover their career anchors? (2)

- a. By 20 years of age
- b. By 30 years of age or older
- c. By 40 years of age
- d. By 25 years of age

### **True or False Questions**

- 2.1 A boundary-less career allows individuals to move between organizations based on their transferable skills. (2)
- 2.2 One of the reasons people work is to fulfil biological survival needs. (2)
- 2.3 According to Social Cognitive Career Theory (SCCT) self-efficacy expectations refer to beliefs individuals have concerning their ability to act on certain tasks. (2)
- 2.4 Extraversion is the process of focusing psychic energy on internal, subjective factors. (2)
- 2.5 Holland's theory suggests that individuals who are well-differentiated tend to find it easier to make career choices. (2)
- 2.6 Career adaptability is relevant only in adolescence according to Super's theory. (2)
- 2.7 The self-concept remains static throughout an individual's life according to Super's theory. (2)
- 2.8 The Systems Theory Framework suggests that all change is incremental. (2)
- 2.9 Employees with a security/stability career anchor prioritize job security and material stability. (2)
- 2.10 Dual career couples and dual earner couples are the same in terms of commitment to careers. (2)

### **Short Form Questions**

- 3.1 Define the term "career." (2)
- 3.2 What are the three components of career motivation? (3)
- 3.3 Explain the concept of compromise in the Circumscription and Compromise Theory. (3)

- 3.4 What is the difference between Extraversion and Introversion according to Jung's personality theory? (4)
- 3.5 What are the six personality types in Holland's theory of career choice? (6)
- 3.6 What are the four career patterns described in the provided information? (4)

**Long Form Questions**

- 4.1 Discuss the key differences between a traditional career, a protean career, and a boundary-less career. (9)
- 4.2 Explain the advantages of using the Systems Theory Framework in career development theory and practice. (10)
- 4.3 Explain the stages of career development in adolescence. How do these stages prepare individuals for the workforce? (9)
- 4.4 Describe the critical components of effective career interventions as outlined by Brown and Krane (2000) and their implications for positive counselling outcomes. (10)

**TOTAL: (100)**