

IOP2604

May/June 2016

PSYCHOLOGICAL ADJUSTMENT IN THE WORK CONTEXT

Duration 2 Hours

80 Marks

EXAMINERS

FIRST

SECOND

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Closed book examination.

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This examination question paper consists of 4 pages.

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SECTION A

Answer **any TWO** questions from this section. All questions are worth 25 marks

QUESTION 1

Explain a more positive approach to psychological health by referring to the following

- a) psychological optimality (6)
 - b) solutagenesis (4)
 - c) the characteristics of self-actualisation according to Maslow (15)
- [25]

QUESTION 2

Discuss the following five theoretical explanations of psychological adjustment

- a) person-environment / organisational fit model (5)
 - b) behaviouristic approach (5)
 - c) systems-interaction approach (5)
 - d) existential/ humanistic/ phenomenological approaches (5)
 - e) health psychology (5)
- [25]

QUESTION 3

Provide a critical discussion on dysfunctional organisational behavioural dynamics. Focus your discussion on the following

- a) Explain the problems that may be experienced by an organisation in conflict (5)
 - b) Discuss the persistent signs and behaviours that may be observed in dysfunctional groups (5)
 - c) Elaborate on authority-follower problems (5)
 - d) Explain the concepts culturally estranged and minority group employees (5)
 - e) Discuss personnel turnover and absenteeism (5)
- [25]

[TURN OVER]

QUESTION 4

The quality of relationships is one of the most important aspects of psychological health in organisations. Illustrate your understanding of the connection between relationships and psychological health by referring to the following

a) Explain five specific psycho-social factors that may cause relationship problems at work (10)

b) Demonstrate by means of **practical examples** how each of the following psychological disorders will affect relationships at work

- | | | |
|--------|---|-----|
| (i) | Paranoid personality disorder | (1) |
| (ii) | Schizoid personality disorder | (1) |
| (iii) | Schizotypal personality disorder | (1) |
| (iv) | Anti-social personality disorder | (1) |
| (v) | Borderline personality disorder | (1) |
| (vi) | Histrionic personality disorder | (1) |
| (vii) | Narcissistic personality disorder | (1) |
| (viii) | Avoidant personality disorder | (1) |
| (ix) | Dependent personality disorder | (1) |
| (x) | Obsessive-compulsive personality disorder | (1) |
| (xi) | General Anxiety Disorder | (1) |
| (xii) | Major depressive disorder | (1) |
| (xiii) | Bipolar disorder | (1) |
| (xiv) | Substance related disorders | (1) |
| (xv) | Acute stress disorder | (1) |

[25]

Subtotal: [50]

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SECTION B

Answer **any THREE** questions from this section
All the questions are worth 10 marks

QUESTION 5

Employees' subjective work experiences are more relevant to their internal motivation and mental health than physical wellbeing and external motivators such as money and benefits. Describe five demotivating aspects and five motivating aspects of work. Give an example of each. (10)

QUESTION 6

Give an overview of occupational psychological burnout by referring to the following

- a) Explain occupational psychological burnout (4)
 - b) Discuss the signs and symptoms of occupational psychological burnout (6)
- (10)**

QUESTION 7

In general it seems that organisations are quite successful at creating awareness for the need of change, but have challenges in implementing and sustaining culture change. Summarise five strategies that may assist organisations in creating sustainable cultural change. (10)

QUESTION 8

Examine culture change in organisational health promotion. Refer to the following

- a) Part of health assessment in organisations should be the continuous audit of perceptions and the influence of organisational culture at all levels. Explain the focus and purpose of these audits. (2)
 - b) Differentiate between incremental and strategic change. (8)
- (10)**

Subtotal: [30]

GRAND TOTAL: [80]