

IOP2604

May/June 2017

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 5 pages.

(Please note Supplementary and aegrotat students must answer section C and D)

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SECTION A

(Please note: Supplementary and aegrotat students must answer section C and D)

Answer any **TWO** questions from this section. Each question counts 25 marks

QUESTION 1

Summarise each of the following positive psychology models

- i) The mental health continuum model (5)
 - ii) The broaden-and-build model of positive emotions (5)
 - iii) The PERMA model of well-being (5)
 - iv) Steger's (2011) meaning model (5)
 - v) A hierarchical model of general psychological well-being (5)
- [25]**

QUESTION 2

African psychology is often conceptualised in different ways. Answer the following questions on African psychology

- i) The difference between African indigenous psychology and contemporary African psychology (10)
 - ii) Distinguish between African and Western psychology (8)
 - iii) Explain how the capacity for synoptic time consciousness (being aware of the past, present and future at the same time) can be used to promote well-being at work (5)
 - iv) In which way is positive psychology and African psychology similar? (2)
- [25]**

QUESTION 3

Different criteria have been identified for psychological adjustment and maladjustment. Answer the following questions in this regard

- i) Describe physical functioning (2)
 - ii) Describe cognitive functioning (2)
 - iii) Describe emotional functioning (4)
 - iv) Describe social or interpersonal functioning (2)
 - v) Describe moral functioning (1)
 - vi) Describe occupational functioning (3)
 - vii) Describe the integration of personality and behaviour (2)
 - viii) Discuss the six domain level traits in the proposed DSM-5 maladaptive trait model (6)
 - ix) Explain why industrial and organisational psychologists should take note of the maladaptive personality trait model (3)
- [25]**

[TURN OVER]

QUESTION 4

Unhealthy anxiety can be alleviated in the work context. Answer the following questions on anxiety disorders.

- i) Discuss the diagnostic criteria for generalised anxiety disorder (6)
 - ii) Give examples of how generalised anxiety disorder would impact on work behaviour (5)
 - iii) Explain the neurobiological system of anxiety (8)
 - iv) Explain how you would assist an anxious employee at work by using your knowledge of how the brain deals with anxiety and the consistency-theoretical model of Grawe (2007) (6)
- [25]**

Subtotal: [50]

SECTION B

(Please note Supplementary and aegrotat students must answer section C and D)

Answer **any THREE** questions from this section
Each question counts 10 marks

QUESTION 5

Causation in psychological well-being is complex. Refer to the following in your explanation of the reasons why this is so.

- i) Single and multiple causation (3)
 - ii) Necessary causal factors (2)
 - iii) Sufficient cause (2)
 - iv) Contributory cause (3)
- (10)**

QUESTION 6

Bullying is classified as a work dysfunction. Answer the following questions on bullying.

- i) Define bullying (2)
 - ii) Explain why bullying occurs in the work environment (8)
- (10)**

QUESTION 7

Discuss ten aspects that should be considered when designing well-being programmes (10)

QUESTION 8

Give examples of how the experience of positive emotions can be facilitated at work (10)

Subtotal: [30]

GRAND TOTAL [80]

[TURN OVER]

SECTION C

Please note. This section is only for supplementary and aegrotat students
Answer any **TWO** questions from this section Each question counts 25 marks

QUESTION 1

Work and values have a pertinent roll in psychological maladjustment Answer the following questions to clarify the role of work and values

- i) Briefly review the extent and general trends of psychological maladjustment in the workplace (3)
 - ii) Compare traditional and contemporary work values (12)
 - iii) Discuss the positive and negative effect of work on psychological adjustment and maladjustment (10)
- [25]**

QUESTION 2

Discuss how each of the following approaches, paradigms and models contributes to our understanding of psychological adjustment and maladjustment in the work context

- i) Systems-interaction approach (5)
 - ii) Afrocentric paradigm (5)
 - iii) Developmental approach (5)
 - iv) Interpersonal, interactional and communication approaches (5)
 - v) Stress model (5)
- [25]**

QUESTION 3

Criteria for mental health refer to standards or characteristics against which human behaviour is evaluated to determine psychological adjustment or maladjustment It has been suggested that determining adjustment or maladjustment is more of an art than a science Critically evaluate this last statement by referring to the following

- i) The criteria for psychological adjustment (5)
 - ii) The criteria for psychological maladjustment as presented by Seligman and Rosenhan (1984) (7)
 - iii) The criteria for work dysfunction (10)
 - iv) Motivate why you agree or disagree with the statement " determining adjustment or maladjustment is more of an art than a science " (3)
- [25]**

QUESTION 4

Various causes of psychological adjustment and maladjustment have been identified in the work context Answer the following questions on some of these causes

- i) Discuss work alienation/estrangement (5)
- ii) Identify physical factors in the workplace that influences adjustment (5)
- iii) Elaborate on the organisational and management processes that might cause maladjustment (5)

[TURN OVER]

- iv) Identify the psycho-social factors in the work environment that influence adjustment (5)
 - v) Discuss the biological factors of individuals that can influence their adjustment (5)
- [25]**

Subtotal [50]

SECTION D

Please note This section is only for supplementary and aegrotat students

Answer **any THREE** questions from this section
Each question counts 10 marks

QUESTION 5

Unemployment is a macro-organisational (external environmental) dysfunction Differentiate between the influence of unemployment on

- i) The individual (5)
 - ii) Groups such as the family or society (5)
- (10)**

QUESTION 6

The wellness manager of your organisation has asked you to prepare a short presentation to management on stress in the workplace Focus your presentation on the following

- i) Define the concept of stress (1)
 - ii) Explain hassles and uplifts (2)
 - iii) Discuss the three (3) classifications under which all stressors can be classified (3)
 - iv) Explain adaptive reactions to stress (4)
- (10)**

QUESTION 7

Contrast the various anxiety disorders to show how they differ from each other (10)

QUESTION 8

Distinguish between the following types of mood disorders

- i) Major depressive disorder (MDD) (2)
 - ii) Dysthymic depressive disorder (4)
 - iii) Bipolar disorder (4)
- (10)**

Subtotal: [30]

GRAND TOTAL. [80]