

IOP2604

October/November 2016

PSYCHOLOGICAL ADJUSTMENT IN THE WORK CONTEXT

Duration 2 Hours

80 Marks

EXAMINERS :

FIRST

PROF FVN CILLIERS

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SECOND

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Closed book examination

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This examination question paper consists of 3 pages.

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SECTION A

Answer **any TWO** questions from this section Each question is worth 25 marks

QUESTION 1

Briefly describe the following classical psychological explanatory approaches to the study of psychological maladjustment:

- | | | |
|-----|---|-------------|
| (a) | Medical model | (3) |
| (b) | Psychodynamic mode | (3) |
| (c) | Behaviouristic model | (3) |
| (d) | Existential/humanistic approach | (4) |
| (e) | Developmental model | (3) |
| (f) | Interpersonal, interactional and communication approaches | (3) |
| (g) | Stress model | (3) |
| (h) | Health psychology model | (3) |
| | | [25] |

QUESTION 2

Describe the criteria for psychological adjustment by referring to the following

- | | | |
|-----|---------------------------|-------------|
| (a) | Physical functioning | (4) |
| (b) | Cognitive functioning | (4) |
| (c) | Emotional functioning | (4) |
| (d) | Interpersonal functioning | (5) |
| (e) | Moral functioning | (4) |
| (f) | Occupational functioning | (4) |
| | | [25] |

QUESTION 3

(a) Provide 2 factors that may cause psychological maladjustment, according to each of the following psychological approaches

- | | | |
|---|------------------------|-----|
| • | Biological | (2) |
| • | Psychodynamic | (2) |
| • | Psychosocial | (2) |
| • | Sociocultural | (2) |
| • | Behavioural | (2) |
| • | Cognitive | (2) |
| • | Humanistic/existential | (2) |
| • | Interpersonal | (2) |
| • | Traits | (2) |
| • | Systems | (2) |

(b) Explain how organisations can prevent psychological maladjustment from a **systems** approach.

(5)
[25]

[TURN OVER]

QUESTION 4

Discuss under-commitment as an impaired or dysfunctional work capacity. In your answer, focus your discussion on the following

- | | | |
|-----|---|-------------|
| (a) | Underachievement | (4) |
| (b) | Procrastination | (4) |
| (c) | Production impediments | (4) |
| (d) | Fear of failure and fear of success | (4) |
| (e) | Occupational and organisational misfits | (4) |
| (f) | Absenteeism behaviours | (5) |
| | | [25] |

Sub-total: [50]

SECTION B

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

QUESTION 5

Explain the management functions in occupational health promotion (10)

QUESTION 6

Contrast the pathogenic and the salutogenic approaches (10)

QUESTION 7

Name and briefly describe the DSM cluster A, B and C personality disorders (10)

QUESTION 8

Explain the skills and methods that are relevant to crisis management in the work context. (10)

Sub-total: [30]

GRAND TOTAL: [80]