

IOP1601

(490769)

October/November 2012

PERSONALITY IN WORK CONTEXT

Duration 2 Hours

75 Marks

EXAMINERS

FIRST
SECOND

MRS LA LOUW
PROF RM OOSTHUIZEN

MRS C TEBELE

This examination question paper remains the property of the University of South Africa and may not be removed from the examination venue.

This paper consists of sixteen (16) pages plus instructions for the completion of a mark-reading sheet.

**Please complete the attendance register on the back page,
tear off and hand to the invigilator.**

ANSWER ALL THE QUESTIONS.

[TURN OVER]

**Fill in the mark-reading sheet as indicated on the instruction sheet.
The unique number is 490769.**

Answer each question by choosing the correct answer from the alternatives given. Read all the instructions for answering each question carefully.

- 1 Which one of the following statements does **not** reflect a criterion for a good personality theory?
 1. It includes sufficient theoretical concepts to explain many facets of personality and behaviour
 2. It must recognise cultural and genetic influences on human behaviour
 3. It must be able to explain psychological phenomena in a simple manner
 4. Its concepts must be explained in a clear way and facilitate research
 5. It is best when research support exists for its theoretical concepts and assumptions
2. Which theories place the emphasis on the importance of relationships, experiences and unconscious forces during childhood in order to understand people's personalities and behaviour?
 - 1 Biological and evolutionary theories
 - 2 Behaviouristic or learning theories
 - 3 Trait and type theories
 - 4 Psychodynamic or psychoanalytic theories
 - 5 Cognitive and social cognitive theories
3. Black African perspectives on psychological health emphasise_____ between people
 1. self-determination
 - 2 oneness
 3. collective responsibility
 - 4 faith
 - 5 shared spirituality
- 4 David and Vuyani are work colleagues who are very competitive amongst each other, but find time to play soccer together every Saturday. The environmental influence being displayed here is _____
 - 1 family influence
 - 2 social affiliations outside the family
 - 3 cultural membership
 - 4 corresponding personality traits
 5. learned competitiveness

[TURN OVER]

- 5 During an assessment based on the experiences of South Africans relating to the 2010 soccer world cup, you analysed and interpreted what they were saying during personal and telephonic interviews. In this instance you were most probably utilising a/an _____ approach to psychological research and assessment
- 1 statistical
 - 2 nomothetic
 - 3 objective
 - 4 clinical
 - 5 quantitative
6. The concepts "trait", "construct", "self" and "response" are mostly used to refer to _____
- 1 personality structure
 - 2 personality development
 - 3 behaviour dynamics
 - 4 mental health
 - 5 behaviour change
- 7 Behaviourism emphasises _____
- 1 environmental influences
 - 2 shared spirituality
 - 3 personality differences in people
 - 4 unconscious aspects of personality
 - 5 the evolving self-concept
- 8 In a hypothesis where a relationship exists between the personality trait of conscientiousness and work motivation of an employee group, age and gender can be regarded as _____, which may influence the relationship
- 1 moderator variables
 - 2 criterion variables
 - 3 psychological processes
 - 4 occupational variables
 - 5 situational variables
9. Research has indicated that many people across the world are similar with regard to certain behaviours and attributes, but also that they display unique differences. Such a finding best illustrates the assumptions in _____ psychology
- 1 psychodynamic
 - 2 behaviouristic
 - 3 cross-cultural
 - 4 humanistic
 - 5 trait

10. In the _____ perspectives there are less emphasis on the individual and more emphasis on the holistic nature of things, such as the individual being part of the community
- 1 Western and Asian
 - 2 African and European
 - 3 Asian and American
 4. Western and African
 - 5 African and Asian
11. Susan does not make progress at work, despite the fact that she has adequate skills. In performing simple tasks she acts somewhat immature, and she often acts in a way which gets the attention of her male colleagues towards whom she is very friendly. Susan probably has a/an _____ fixation
- 1 phallic
 2. genital
 - 3 latent
 - 4 anal
 - 5 oral
12. If somebody wants to be a psychologist, he or she probably has the style of _____
- 1 moving toward people
 - 2 moving away from people
 3. moving against people
 - 4 submission to people
 - 5 empathy with people
13. In essence Freud's theory is a model of conflict resolution due to which one of the following conditions' occurrence in human nature?
- 1 The presence of life and death instincts in people
 - 2 Biological energy which continuously threatens homeostasis
 - 3 Conflict in peoples' perceptions of what is right and wrong
 4. Clashes between unconscious forces and societal norms.
 - 5 Incongruence between sexual and aggressive instincts.
14. The ____, which is regulated by the ____ principle, is found in the consciousness and directs the selection of socially acceptable and appropriate behaviours
1. id, reality
 - 2 id, morality
 3. ego, reality
 4. ego, pleasure
 - 5 superego, pleasure
15. According to Freud, neurotic anxiety refers to the anxiety experienced when _____
- 1 a person is faced with real dangers
 - 2 id impulses are in conflict with the ego
 3. there is a conflict between the ego and the superego
 - 4 children are punished for impulsive sexual and aggressive behaviour
 - 5 experiencing fear of guilt due to the expressing instinctual wishes

[TURN OVER]

- 16 Which of the following explanations from Jung's theory correspond with his concept of the self?
- 1 The feminine part of men
 - 2 The masculine part of women
 - 3 It consists of inherited biological instincts
 - 4 It holds other archetypes together
 - 5 It is an inherent predisposition to perceive, act and think in a certain way
- 17 According to psychoanalytic theory, if certain stages' tasks are not properly resolved, it is referred to as _____
- 1 faulty behaviour
 - 2 fixation
 - 3 social determinism
 4. regression
 5. repression
- 18 The person with _____ orientation is similar to the oral-dependent character in Freudian theory, and to someone whom Horney would see as "moving towards people" This type of person believes that the sources of everything desirable are external and consistently seeks to be loved and nurtured by others
- 1 an exploitative
 - 2 a hoarding
 - 3 a marketing
 - 4 a receptive
 - 5 a productive
- 19 Maggy failed to pass IOP1601 in the May/June examination and again failed the supplementary examination. Her best friend, who knew how much Maggy wanted to pass, asked her why she thought she had failed Maggy responded very calmly by saying, "I did not really want to pass, because my friend also failed, and I did not study for the supplementary examination because I knew my lecturer does not like me and I would fail any way" What type of reaction did Maggy express in her response?
- 1 Reaction-formation
 - 2 Rationalisation
 - 3 Projection
 - 4 Intellectualisation
 - 5 Displacement
- 20 The fact that people go to work daily while they would rather have more leisure time could be explained by psychoanalysts as _____
- 1 the ego being subservient to the reality principle
 - 2 the influence of id impulses
 - 3 the id being subservient to the pleasure function
 - 4 the influence of life and death instincts
 5. the role of thanatos and biological instincts

[TURN OVER]

21. Allport utilises the concept of _____, which refers to fundamental underlying and motivational structures and defines a person's personality
1. proprium traits
 2. central traits
 3. common traits
 4. cardinal traits
 5. source traits
22. Which conflict-management style is based on a high concern for others and a low concern for the self?
- 1 Integrating
 - 2 Obliging
 - 3 Avoiding
 - 4 Dominating
 - 5 Problem-solving
- 23 According to Allport, the concept of ____ describes how people choose motives that they like and which best suit their self-concept
1. subsidation
 - 2 deficiency needs
 - 3 propiate striving
 - 4 propiate functional autonomy
 - 5 perseverative functional autonomy
- 24 Select the correct statement from the following, based on the trait theory of personality
- 1 General traits are the measurable and motivational units in personality
 2. Surface traits are not related to common traits
 - 3 Recurring behavioural patterns cannot be associated with traits.
 - 4 Unique traits are fundamental traits which determine the expression of other traits
 - 5 Dynamic traits do not involve human motivation
- 25 _____ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour
- 1 Individualism
 - 2 Situationism
 - 3 Trait consistency
 - 4 Optimal functioning
 5. Interactionism
- 26 Which temperament is associated with a person who has a tendency to be depressed?
- 1 Melancholic
 - 2 Phlegmatic
 - 3 Choleric
 - 4 Sanguine
 - 5 Artistic

[TURN OVER]

- 27 The _____ study personality in terms of typical characteristics rather than acquired behaviour
- 1 ego psychologists
 - 2 trait theorists
 - 3 behaviourists
 - 4 social-psychological theorists
 - 5 depth psychologists
- 28 In the selection process, applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to specific personality attributes required in certain work situations. This selection approach seems to be based on the _____ approach to personality
- 1 psychodynamic
 - 2 behaviouristic
 - 3 trait
 - 4 cognitive
 - 5 structural
- 29 The dimensional or trait approaches can be best described by the assumption that _____.
- 1 people display individual differences through similar characteristics
 - 2 traits are best confirmed by constancy over time and in situations
 - 3 through ideographic methods similar or dissimilar traits are indicated
 - 4 traits are best measured through various situational tests
 - 5 traits are abstractions of dynamic processes that occur regularly
- 30 "The self-concept is the core of personality and it develops by means of a person's unique experiences during which certain perceptions of the self, the world and others are formed and integrated into various self-perceptions". This statement will best fit the ideas of the _____ personality theory
- 1 cognitive
 - 2 Freudian
 - 3 humanistic
 - 4 trait
 - 5 cultural
- 31 _____, as proposed by humanistic theorists, would probably explain why employees experience the same work stressor differently
- 1 Self-actualisation
 - 2 Self-determination
 - 3 Optimal functioning
 - 4 Subjective experiences
 - 5 Intrinsic abilities to grow

- 32 When the employees of Delphi Corporation went for their yearend celebration party, their kombi was hijacked. As a result, many of the employees experienced emotional problems which impacted on their work productivity. The two industrial psychologists who were called in to conduct debriefing and counselling sessions, worked from different perspectives in the sessions. One counsellor emphasised the positive and healing characteristics of the session with all its related attributes of unconditional acceptance and congruence. This is in line with the _____ approach.
- 1 psychoanalytic
 - 2 learning
 - 3 humanistic
 - 4 self transcendence
 - 5 constructive alternativistic
33. Fortigenesis relates to _____.
- 1 alienation
 - 2 affiliation
 - 3 self-actualisation
 - 4 unconditional positive regard
 - 5 resiliency
- 34 The humanistic perspective emphasises principles similar to those of _____.
- 1 behaviourism
 - 2 psychoanalysis
 - 3 Gestalt psychology
 - 4 the cognitive perspective
 - 5 structuralism
35. Self-image, and the acceptance or denial of one's own experiences, are central concepts of _____.
- 1 Maslow
 - 2 Neo-Freudian theories
 - 3 Murray
 - 4 Rogers
 - 5 Kelly
- 36 According to Rogers, self-development and maintenance is _____.
- 1 according to distinguishable stages
 - 2 strongly influenced by cognitive and genetic factors
 - 3 upheld by an ongoing valuing process of new experiences
 4. verified by peak experiences
 - 5 dependent on satisfying self-esteem needs

37. Self-efficacy relates best to _____

- 1 an internal locus of control
- 2 an external locus of control
- 3 expectancies of incompetence
- 4 a lack of self-regulation
5. fear of success and failure

38 According to Rogers, self-actualisation means to _____

- 1 have spiritual experiences
- 2 have social experiences
- 3 become a fully functioning person
- 4 optimise health and resilience
- 5 have peak experiences

39 Rosenbaum described learned resourcefulness as _____

- 1 behaviours and skills to control events and behaviours
- 2 a realistic ideal of self-image and potential to grow
- 3 mature, autonomous behaviour in achieving objectives
- 4 behaviour marked by high levels of control, challenge and commitment
- 5 confidence in one's own abilities and environment to cope with stress

40. A schemata is similar to _____.

- 1 a plan for the future
- 2 cognitive congruence
- 3 a cognitive image
4. reaction formation
- 5 self-awareness

41 Management wants to establish a new performance management programme According to cognitive perspectives a prerequisite for the success of such a programme will be _____

- 1 the upwards shift of control in the hierarchy
- 2 general salary increases for all employees irrespective of performance
- 3 the upwards shift of decision-making in the hierarchy
- 4 that all employees "buy into" the system and participate in decision-making
- 5 low levels of challenge for all role players in the programme

42. Why, according to cognitive psychologists, do people experience psychological adjustment problems?

- 1 They do not have the skill or knowledge to unlearn poor habits and behaviour
- 2 They cannot solve conflicts from their past traumatic experiences
- 3 They do not receive support and their basic social needs are not satisfied.
- 4 They rely too much on defence mechanisms and C-P-C cycles
- 5 Their ways of thinking are not applicable to more or all situations and events

[TURN OVER]

43. Jack is given three tasks (A, B and C) to complete by the end of the day. Jack goes through the tasks and concludes that tasks A and C are easy while task B is labelled as difficult. The difficult task is completed in the morning while the easy tasks are completed in the course of the afternoon. According to Kelly, which of the following corollaries best describe the manner in which Jack labelled the tasks?
1. Range
 2. Choice
 3. Dichotomy
 4. Organisation
 5. Modulation
44. Which one of the following relates to a cognitive approach to personality?
1. Emphasises a subject's conscious experiences of the events she or he experiences in everyday life
 2. Emphasises a subject's perceptions of experiences, especially how these experiences are construed and forms his or her interpretations of things
 3. Emphasises the unconscious meaning that people ascribe to events, not simply the objective events themselves
 4. Attempts to understand an individual in his or her fullness, rather than only selected aspects of the person relevant to a small number of traits
 5. Emphasises the gathering, processing, coding and storage of information
45. "If you become a taxi driver you will also become a bad driver, since all taxi drivers are considered to be bad drivers". This statement is an example of _____
1. a pre-emptive construct
 2. a defence mechanism
 3. encoding strategies
 4. constellatory constructs
 5. propositional constructs
46. Which South African developed multimodal behavioural therapy?
1. Lazarus
 2. Kelly
 3. Chomsky
 4. Miller
 5. Festinger
47. Which description does Kelly use to describe the "self"?
1. Core construct
 2. Pre-emptive construct
 3. Propositional construct
 4. Constellatory construct
 5. Peripheral construct

[TURN OVER]

- 48 Which one of the concepts of psychological and social well-being in the five alternatives explains the behaviour and attitude of the person in the following example. Nadia finds that contributing effectively to her community is a great source of comfort to her?
- 1 Social actualisation
 - 2 Autonomy
 - 3 Purpose in life
 - 4 Self acceptance
 - 5 Social integration
- 49 Which one of the concepts of psychological and social well-being in the five options explains the behaviour and attitude of the person in the following example. Lerato believes that some people wander aimlessly through life, but she is not one of them?
- 1 Social actualisation
 - 2 Autonomy
 - 3 Purpose in life
 - 4 Self acceptance
 - 5 Social integration
50. A person who emphasises the good in people and consistently searches for the reasons why they stay healthy, can be said to promote the assumptions of _____
- 1 eudaimonia and virtues
 - 2 the complete state model of health
 - 3 positive psychology and salutogenesis
 - 4 social actualisation and subjective well-being
 - 5 social integration and fortigenesis
- 51 _____ as proposed by _____ entails that the individual believes that he or she can successfully behave in the manner required for a particular task
- 1 Self-efficacy; Bandura
 2. Potency; Zeev Ben-Sira
 3. Locus of control, Rotter
 - 4 Sense of coherence, Antonovsky
 - 5 Learned resourcefulness, Rosenbaum
- 52 Nandi has been diagnosed with a psychological disorder, but she still experiences high levels of well-being. This can be described as _____, based on the Complete State Model
- 1 floundering
 - 2 struggling
 - 3 flourishing
 - 4 languishing
 - 5 learned helplessness

53 "Well-being" implies _____

- 1 the absence of illness and symptoms
- 2 emotional, psychological and mental health
3. the presence of an external locus of control
- 4 behaviour relating to a pathogenic orientation
- 5 the presence of an internal locus of control

54 Which one of the following is a personality repertoire which includes mainly three functions namely, regressive self-control, reformative self-control, and experiential self-control?

- 1 Potency
- 2 Self efficacy
- 3 Locus of control
- 4 Personal hardiness
- 5 Learned resourcefulness

55 Which theorist emphasises the concept of "sense of coherence" to explain the positive nature of human behaviour as also emphasised by positive psychology?

1. Fromm
- 2 Bandura
- 3 Allport
- 4 Horney
- 5 Antonovsky

Questions 56 and 57 are based on the following scenario.

The nun Mother Teresa of Calcutta dedicated her life to caring for the poverty stricken in India. In contrast, a young man who has just had his first successful music album released is interested in attending several parties in Europe and in being noticed in the company of established celebrities

56. Based on ideas about "the good life", it is evident that Mother Teresa of Calcutta experienced _____

- 1 the pleasurable life
- 2 growth and development
- 3 hedonic pleasure
- 4 personal development
- 5 eudaimonic happiness

57 Based on ideas about "the good life", it is evident that the young man experienced _____.

- 1 the pleasurable life
2. growth and development
- 3 hedonic pleasure
4. personal development
- 5 eudaimonic happiness

[TURN OVER]

- 58 Which one of the following methods or approaches is used to determine why and how people can be diagnosed and classified as having a certain psychological disorder?
- 1 Systems-interactional model
 - 2 General Adaptation Syndrome
 - 3 The social readjustment scale
 - 4 Statistical manual of mental disorders
 - 5 The complete wellness model
- 59 Phobias can be understood best through the process of _____
- 1 perceptual constancy
 - 2 classical conditioning
 - 3 latent learning
 - 4 reaction formation
 - 5 fixation
- 60 Etiology has to do with the _____
- 1 classification of work dysfunctions
 - 2 need for programmes to prevent maladjustment
 - 3 intense difficulties in response to emotional stimuli
 - 4 casual factors in adjustment and maladjustment
 - 5 work-related causes only as opposed to individual causes
61. The person-environment fit model explains occupational adjustment by focusing on _____
1. employees' development during life stages and related developmental tasks which have to be achieved successfully during each stage
 - 2 employees' perceptions of congruence between employee and workplace characteristics
 - 3 employees' perceptions of their roles in the organisation in relation to other employees during stressful periods
 - 4 employees' ability or inability to adjust to internal and external stressors that cause physical or psychological pressure
 - 5 how employees in the organisation influence organisational culture, climate, structure, and processes directly
62. Interventions in the work context that focus on faulty learned responses of workers have been criticised because they treat the symptom rather than the cause. The personality approach referred to here is the _____ approach
- 1 organic
 - 2 psychodynamic
 - 3 stress
 - 4 existential
 - 5 behaviourist

63. Behavioural patterns of overcommitment in the workplace may be a result of _____
- 1 high self-esteem
 - 2 aspirations that are too low
 - 3 weak abilities and poor creative ability
 - 4 obsessive-compulsive personality characteristics
 - 5 creating intimate relationships or other non-work roles
64. _____ disorders are characterised by persistent and recurrent episodes of sadness and gloom, without any occurrence or history of manic or elated mood states
- 1 Manic-depressive
 - 2 Major depressive
 3. Dysthymic depressive
 4. Bipolar affective
 - 5 Cyclothymic depressive
- 65 In an attempt to improve the work experiences of employees and to promote their occupational health, you have decided to implement a health promoting initiative in the organisation To which type of approach does this initiative best refers to?
- 1 A job characteristics model
 - 2 A risk-management model
 - 3 A preventive-health management model
 - 4 An employee assistance programme.
 - 5 A person-environment fit model
- 66 An approach or model which relates to the level of physical and psychological adjustment to stress is referred to as the _____
- 1 Diagnostic Statistical Model
 - 2 General Adaptation Syndrome
 - 3 Diathesis stress model
 - 4 Conservation of resources model
 - 5 Social readjustment approach
- 67 The difference between overcommitment and undercommitment to work is based especially in _____
- 1 the feelings of mania and anxiety in overcommitment
 - 2 the impairment of work behaviour in undercommitment
 - 3 how work roles have been learned and rewarded
 4. the occurrence of physical diseases in undercommitment
 - 5 the personality problems of the overcommitted employee
- 68 Disorganisation in most areas of a person's functioning and possibly the experience of delusions and hallucinations refer to _____ disorders
1. mood
 - 2 cognitive
 - 3 dissociative
 - 4 schizophrenic
 - 5 anxiety-based

[TURN OVER]

- 69 Which of the following is a symptom of burnout?
- 1 Role overload
 - 2 Intense difficulty to respond to emotional stimuli
 - 3 Poor goal-achievement.
 - 4 A constant need for the company of others
 - 5 Periods of excitement alternated by depression
- 70 Louise has, for the third time and once again in a melodramatic manner, submitted her resignation – just to withdraw it again 10 minutes later. She then cries, claiming that nobody loves her and that she is always made the scapegoat in the office. Once she has everyone's attention, she calms down and continues with her work still sulking. Most staff members are unperturbed by the incident because they have become used to it. Louise's behaviour is typical of the _____ personality disorder
- 1 narcissistic
 - 2 histrionic
 - 3 antisocial
 - 4 borderline
 - 5 obsessive-compulsive
- 71 A student is experiencing symptoms of various physical problems like asthma, migraine and cancer after these illnesses have been discussed in class. This is an example of _____
- 1 dissociative disorder
 - 2 imagination
 - 3 mood disorder
 - 4 somatoform disorder
 - 5 transference disorder
- 72 Read the following passage and choose the correct combination from the options below. Lerato is a driven, highly ambitious employee who is always racing to meet deadlines and to finish ahead of everyone else. Her colleagues experience her as hostile and aggressive at times when she is rushing to complete her tasks. This is an example of the _____, which is a pattern of _____
- 1 type C personality, overcommitment
 - 2 type A personality, undercommitment
 - 3 type C personality, undercommitment
 - 4 type A personality, overcommitment
 - 5 type D personality, overcommitment
- 73 Stress can be positively related to physical illness because it decreases the ability of the _____ system
- 1 immune
 - 2 lymphatic
 - 3 limbic
 - 4 melatonin
 - 5 serotonin

[TURN OVER]

74. An approach that emphasises the wholeness of organisations and people, and the interdependence of all factors, is the _____ perspective
- 1 developmental
 - 2 humanist
 - 3 person-environment-fit
 - 4 systems
 - 5 work-stress
75. Mary and Tom's illness and relationship complaints are related to the demands of many roles, that is, developing their careers, being parents and participating as members of different committees. These behavioural symptoms relate to _____
- 1 conflicting A- and B-type personality patterns
 - 2 career development problems
 - 3 work and non-work conflicts, probably role overload
 - 4 overcommitment, probably workaholism
 - 5 undercommitment, probably fear of failure

TOTAL: [75]

PART 1 (GENERAL/ALGEMEEN) DEEL 1

STUDY UNIT e.g. PSY100-X
STUDIE-EENHEID by PSY100-X

1

PAPER NUMBER
VRAESTELNOMMER

2

STUDENT NUMBER
STUDENTENOMMER

6

7

INITIALS AND SURNAME
VOORLETTERS EN VAN

3

DATE OF EXAMINATION
DATUM VAN EKSAMEN

4

EXAMINATION CENTRE (E.G. PRETORIA)
EKSAMENSENTRUM (BY PRETORIA)

5

UNIQUE PAPER NO
UNIEKE VRAESTEL NR

8

9

For use by examination invigilator
Vir gebruik deur eksamenopsiener

IMPORTANT

1. USE ONLY AN HB PENCIL TO COMPLETE THIS SHEET
2. MARK LIKE THIS
3. CHECK THAT YOUR INITIALS AND SURNAME HAS BEEN FILLED IN CORRECTLY
4. ENTER YOUR STUDENT NUMBER FROM LEFT TO RIGHT
5. CHECK THAT YOUR STUDENT NUMBER HAS BEEN FILLED IN CORRECTLY
6. CHECK THAT THE UNIQUE NUMBER HAS BEEN FILLED IN CORRECTLY
7. CHECK THAT ONLY ONE ANSWER PER QUESTION HAS BEEN MARKED
8. DO NOT FOLD

BELANGRIK

1. GEBUIK SLEGS N HB-POTLOOD OM HIERDIE BLAD TE VOLTOOI
2. MERK AS VOLG
3. KONTROLEER DAT U VOORLETTERS EN VAN REG INGEVUL IS
4. VUL U STUDENTENOMMER VAN LINKS NA REGS IN
5. KONTROLEER DAT U DIE KORREKTE STUDENTENOMMER VERSTREK HET
6. KONTROLEER DAT DIE UNIEKE NOMMER REG INGEVUL IS
7. MAAK SEKER DAT NET EEN ALTERNATIEF PER VRAAG GEMERK IS
8. MOENIE VOU NIE

PART 2 (ANSWERS/ANTWOORDE) DEEL 2

10

10

10

10

Specimen only