

IOP1601

(499580)

May/June 2012

PERSONALITY IN WORK CONTEXT

Duration 2 Hours

75 Marks

EXAMINERS ·

FIRST

SECOND

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PROF RM OOSTHUIZEN

MRS C TEBELE

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

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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 499580.

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 In understanding personality and people's behaviour, the _____ theories emphasise the importance of childhood relationships, experiences and unconscious forces
 - 1 biological and evolutionary
 2. behaviourist or learning
 3. trait and type
 - 4 psychodynamic or psychoanalytical
 5. cognitive and social-cognitive
- 3 If a researcher collects data on participants relying solely on information gathered from the participants, for example, through interviews and questionnaires, which method has the researcher adopted?
 - 1 Test-data
 - 2 Life-data
 - 3 Clinical observation
 4. Observer-data
 5. Self-report data
- 4 Jessica states that she enjoys solving mathematical problems, she wants to know exactly what is expected of her and she wants to know all the facts before she acts Which domain of personality is reflected by Jessica's behaviour?
 - 1 Intellectual
 - 2 Interpersonal
 - 3 Emotional
 - 4 Motivational
 - 5 Spirtual

[TURN OVER]

- 5 In a selection situation at work applicants are assessed, evaluated and chosen according to their strengths and weaknesses with regard to a cluster of six work-related attributes and behaviour. This selection approach seems to be based on the _____ approach to personality
- 1 psychodynamic
 - 2 behaviouristic
 - 3 statistical
 4. trait
 5. structural
- 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 the environment
 - 2 spirituality
 - 3 personality differences
 - 4 the unconscious aspects of personality
 - 5 the self
- 8 A special application of correlation research in the work context is _____ research, in which problems of validity, reliability and restrictedness are special issues
1. action
 - 2 biographical
 - 3 longitudinal
 - 4 contemporary
 - 5 criterion
- 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 contrast to a Western approach, an African view of human-resource management would rather emphasise _____
- 1 individual responsibility of employees in the work context
 - 2 competition and financial rewards as incentives to motivate employees
 - 3 considering the employee in the context of his/her culture
 - 4 predicting and controlling employee behaviour through various procedures
 - 5 the general characteristics of an employee's personality in the work context
- 11 A person does not make progress at work despite the fact that he has adequate mental abilities. Even in performing simple tasks he is dependent on the guidance of superiors. This person probably has a/an _____ fixation
- 1 oral
 - 2 anal
 - 3 phallic
 - 4 latent
 - 5 genital
- 12 The theories of Freud and Jung differ with regard to which one of the following statements?
- 1 Unconscious motivation influences behaviour more than the conscious experiences
 - 2 Personality comprises a number of interactive systems or structures
 - 3 Personality is influenced by past events
 - 4 People are mainly motivated by self-esteem and self-actualisation
 - 5 Healthy adjustment is influenced by conflicts between personality structures
- 13 The psychoanalytic view of personality is defined in one of the following statements. Personality and behaviour are _____
- 1 influenced by not thinking about certain aspects in life
 - 2 determined by environmental learning and reinforcement
 - 3 influenced by contents in the psyche which are mostly hidden
 - 4 impacted on by primary biological processes and social needs
 - 5 formed and maintained by important persons in life
- 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 concepts from Jung's theory correspond with his concept of the self?
- 1 Feminine part of men
 - 2 Masculine part of women
 - 3 Consists of inherited biological instincts
 - 4 Wholeness amongst archetypes
 - 5 Inherent biological predispositions
- 17 An employee's behaviour is characterised by obsessive-compulsiveness in his work and being very strict and intolerant about other employees' mistakes and behaviour. According to psychoanalytical theory, to which personality type does this type of behaviour belong?
- 1 Anal-retentive
 - 2 Phallic male
 - 3 Anal-dependent
 - 4 Genital female
 - 5 Oral aggressive
- 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 An employee who always works hard and always asks for promotion to a managerial position but never accepts such offers, displays behaviour which may be explained by the phenomenon of _____
- 1 repression
 - 2 rationalisation
 - 3 sublimation
 - 4 projection
 5. reaction-formation
- 20 According to Adler, feelings of _____ may lead to self-absorption and neurosis.
- 1 superiority
 - 2 separation
 - 3 inferiority
 - 4 anxiety
 - 5 helplessness

- 21 Allport utilises the concept of _____, which refers to a very pervasive, strong and persistent characteristic in some people.
- 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 Obliging
 - 2 Dominating
 - 3 Compromising
 - 4 Avoiding
 - 5 Integrating
- 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 You start cooperating with a colleague simply because the manager has told you to do so, but after some time you realise that cooperating with colleagues leads to better goal attainment. This is an example of _____.
- 1 sentiment
 - 2 proprium development
 - 3 functional autonomy
 - 4 ergs
 - 5 attitudes
- 25 The assumption according to which the consistency of personality or human behaviour is studied by considering the effects of the person, the situation and the behaviour is called _____.
- 1 interactionism
 2. situationism
 - 3 trait consistency
 - 4 optimal functioning
 - 5 individualism

- 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
- 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 Which explanation best explains the consistency of traits and behaviour in people?
- 1 Research indicated more or less similar traits in people and across time and situations
 - 2 Most personality approaches agree on the existence of personality traits
 - 3 Development theories on personality explain a continuation in personality traits
 - 4 Research suggests that certain personality traits will be expressed better in certain situations
 - 5 People more or less look physically the same from a young to an old age
- 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 According to the humanistic and existential assumptions, an employee will least experience meaningfulness in his or her job if the employee _____
- 1 gets more work and does many routine tasks
 - 2 has responsibility and autonomy in the job
 - 3 often has performance feedback sessions
 - 4 knows why he or she is doing a job
 - 5 experiences a lot of job satisfaction
33. Susan is always fully engaged in her work and always seems to enjoy working on tasks. This type of work performance may be related to _____
1. esteem needs
 2. flow experience
 3. optimism
 - 4 the power of positive thinking
 - 5 a process of valuing self-experiences
- 34 The humanistic approach to personality emphasises similar principles to _____
- 1 behaviourism
 - 2 psychoanalysis
 - 3 Gestalt psychology
 - 4 the cognitive perspective
 - 5 phenomenology
- 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 A psychologist guides a person in changing a preconceived, generalised opinion such as "I can't work for a boss" to a realistic perception of a given situation such as "My boss does not show the personal interest in me that I desire." The psychologist probably uses the _____ approach
- 1 functionalist
 - 2 behaviourist
 - 3 psychoanalytical
 - 4 phenomenological
 - 5 Gestalt
- 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 Kobasa described personal hardiness as _____
- 1 behaviours and efforts to achieve set expectations and objectives
 - 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 In referring to "person the scientist" Kelly means that people _____
- 1 come to terms with themselves by understanding their past
 - 2 are stimulus-response organisms that respond to reinforcement
 - 3 are rational, in control of themselves and their environment
 - 4 are realistic, because they perceive the outside world as it really is
 - 5 are predictable because they behave as they really want to
- 41 Kelly's idea of personal constructs is related to Cattell's idea of trait, Freud's concepts of id, ego and superego, and the behaviourists' idea of responses, since it _____
- 1 indicates underlying behaviours
 - 2 represents personality structure
 - 3 indicates ways of thinking
 - 4 represents human motivation
 - 5 explains how personality develops
- 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

- 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. Xolani is a waiter and he is dealing with a very difficult client. In his mind, he tries to understand the reasons for the client's complaints and to interpret the behaviour displayed by the client He does this so that if he deals with a difficult client again, he will know how to handle the situation This is an example of _____ which is based on the _____ theory
- 1 demotivation, behaviouristic
 - 2 motivation; cognitive
 - 3 memory, humanistic
 - 4 memory, cognitive
 - 5 motivation; behaviouristic
- 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 "I find Jane to be manipulative, yet Sarah finds Jane to be friendly and considerate" This is an example of a/an _____ corollary.
- 1 range
 - 2 choice
 - 3 dichotomy
 - 4 construction
 - 5 individuality

48. In an exit interview, an employee describes the strong and weak points of the organisation, his work processes and his supervisors. Using Kelly's ideas on personal constructs, the employee's perceptions can be explained by the _____ corollary
- 1 choice
 - 2 range
 - 3 dichotomy
 - 4 construction
 - 5 fragmentation
49. Which of the concepts of psychological and social well-being in the following alternatives explains the behaviour and attitude of Lerato if she believes that some people wander aimlessly through life, but that 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/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 no mental illnesses or disorders, however, she finds it difficult to cope at work and she is generally not a very happy person, with low 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 Just after her divorce, Mala enters the workplace as a public relations officer. Although she has the necessary qualifications, she has not worked in the past four years, but she believes that she will do well in her job. This is an example of _____.
- 1 self-efficacy
 - 2 self-actualisation
 - 3 self-image
 - 4 self-schema
 - 5 self-constructs
- 55 The concept of _____ focuses on the optimal experience and functioning of people in all spheres of their lives
- 1 hedonism
 - 2 good life
 - 3 hardiness
 - 4 salutogenesis
 - 5 optimism
56. Which theorist emphasises the concept of "sense of coherence" to indicate the positive nature of psychology?
1. Fromm
 - 2 Bandura
 - 3 Allport
 - 4 Horney
 - 5 Antonovsky
- 57 According to the Complete Mental Health State Model, complete mental health is a condition which combines the symptoms of _____
- 1 high levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder
 - 2 low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder
 - 3 high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder
 - 4 low levels of emotional, psychological and social well-being, as well as the absence of a recent psychological disorder
 5. high levels of emotional, psychological and social well-being, as well as the diagnosis of a recent physical disorder

- 58 Which one of the following methods or approaches is used to determine why and how people can be 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 Select the **correct** statement about psychological disorders
1. They are conditions that always present in the person as observable symptoms
 2. They involve conditions under which disturbances can occur in one or more domains of human functioning
 3. Psychological disorders can only be diagnosed in a cultural context
 4. There is no acceptable diagnostic system for assessing and classifying psychopathology
 5. A working person cannot present with a psychological disorder
- 60 An approach or model which explains how an individual reacts physically and psychologically to acute and chronic stress, in short or longer periods of time is called the _____
1. DSM
 2. General Adaptation Syndrome
 3. PTSD
 4. Conservation of Resources Model
 5. Social Readjustment Model
- 61 As the industrial psychologist in a company, you have to manage the health of its employees within the workplace. Which of the following tasks probably least contribute to health promotion in the workplace?
1. Training medical and human-resource workers
 2. Chatting with employees about their problems
 3. Facilitating organisational change in culture and attitudes towards health promotion
 4. Organisational restructuring
 5. Developing an employee assistance programme
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 model
 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 power
 - 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 depression, 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 refer 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 Which of the following statements is true about the DSM? It _____
- 1 relates to the assessment of physical illnesses
 - 2 relates to diagnosing and classifying psychological disorders
 - 3 is associated with considering the role of culture in health
 - 4 is an application of the diathesis-stress assumption
 - 5 prescribes exactly how psycho-diagnostic assessment must be done
- 67 With regard to psychological maladjustment and adjustment, the concept of context means that peoples' behaviour must be considered _____
- 1 in relation to other people's illness only
 - 2 with regard to previous illnesses a person had
 - 3 in relation to certain or all life circumstances of a person
 - 4 by assessing cultural influences on a person only
 - 5 by also assessing a person's family history
- 68 Henry has undergone a personality change, he displays almost no emotions, and sometimes his speech and thinking is incoherent. Henry possibly manifests with _____ schizophrenia
- 1 catatonic
 - 2 paranoid
 - 3 hebephrenic
 - 4 simple
 - 5 somatic

- 69 Which of the following is a symptom of burnout?
- 1 Role overload
 - 2 Intense difficulty to respond to emotional stimuli
 - 3 Goal-achievement
 - 4 A constant need for the company of others
 - 5 Periods of excitement alternated by periods of depression
- 70 Which type of depression is linked to women only?
- 1 Bipolar depression
 - 2 Postpartum depression
 - 3 Dysthymic depression
 - 4 Cyclothymic depression
 - 5 Major depressive disorder
- 71 A student is experiencing symptoms of various physical problems like asthma, migraines 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

- 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

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INITIALS AND SURNAME
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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
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- 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 GEBRUIK SLEGS 'N HB POTLOOD OM HIERDIE BLAD TE VOLTOOI
- 2 MERK AS VOLG
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- 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

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Specimen only