

IOP1601

(499634)

October/November 2013

PERSONALITY IN WORK CONTEXT

Duration 2 Hours

75 Marks

EXAMINERS

FIRST

SECOND

MRS LA LOUW

PROF AMG SCHREUDER

MRS C TEBELE

Closed book examination

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

<p>Please complete the attendance register on the back page, tear off and hand to the invigilator.</p>

ANSWER ALL THE QUESTIONS.

Fill in the mark-reading sheet as indicated on the instruction sheet.
The unique number is 499634.

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

- 1 In the _____ personality theory, human personality and self-image are best understood by their subjective existence in, and unique experiences of reality, as well as the striving for self-actualisation
 - 1 psychodynamic
 - 2 behaviouristic
 - 3 humanistic
 - 4 trait
 - 5 cognitive
- 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 In the _____ perspectives there is 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
- 4 David wants to be just like his father when he grows up, because his father is a successful businessman who takes care of his family. 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 According to the _____ personality theory, human behaviour is characterised by enduring and consistent attributes in their behaviour
- 1 psychodynamic
 - 2 behaviouristic
 - 3 humanistic
 - 4 trait
 - 5 cognitive
- 6 _____ describes personality as "the dynamic organisation within the individual of those psychophysical systems that determines his characteristic behaviour and thought"
- 1 Allport
 - 2 Mischel
 - 3 Meyer
 - 4 Cattell
 - 5 Child
- 7 Which of the following involves a quantitative analysis of personality data?
- 1 Constructionism
 - 2 The analysis of case-history data
 - 3 Clinical observation
 - 4 A scientifically constructed personality test
 - 5 An interview
- 8 The _____ approach utilises narrative analysis as a research technique
- 1 psychodynamic
 - 2 cognitive
 - 3 psychosocial
 - 4 trait
 - 5 biological
- 9 A psychologist interviews family members to gain a better understanding of a person's personality. What kind of data is being collected?
- 1 L-data
 - 2 T-data
 - 3 P-data
 - 4 O-data
 - 5 S-data
- 10 T-data of a candidate can be gathered by conducting _____
- 1 interviews with family members of the candidate
 - 2 archival studies of the candidate
 - 3 interviews with the candidate
 - 4 standardised tests or experiments
 - 5 observations of the candidate's colleagues

- 11 The ego is modified by the _____ principle
- 1 morality
 - 2 pleasure
 - 3 reality
 - 4 life and death
 - 5 adjustment
- 12 According to Horney and Jung, if somebody wants to be a nurse, 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 The anal-retentive personality type is characterised by _____
- 1 stubborn, stingy and methodical behaviour
 - 2 destructive, impulsive and disorderly behaviour
 - 3 arrogance and boastfulness
 - 4 argumentative, pessimistic and sarcastic behaviour
 - 5 dependence and pleasing behaviour
- 14 How do Freud's and Jung's theories differ? Jung _____
- 1 stresses cultural factors
 - 2 believes in the unconscious
 - 3 focuses on past experiences
 - 4 believes that the ego functions mostly at the unconscious level
 - 5 considers the future and potential of individuals as well
- 15 Which one of the following archetypes from Jung's theory corresponds with Freud's concept of the id?
- 1 The persona
 - 2 The anima
 - 3 The animus
 - 4 The shadow
 - 5 The self
- 16 Which of the following explanations from Jung's theory correspond with his concept of the anima?
- 1 The feminine part of men
 - 2 An inherent predisposition to perceive, act and think in a certain way
 - 3 The masculine part of women
 - 4 It consists of inherited biological instincts
 - 5 It holds other archetypes together

- 17 According to psychoanalytic theory, if the tasks for certain stages are not properly resolved, it is referred to as _____
- 1 faulty behaviour
 - 2 fixation
 - 3 social determinism
 - 4 regression
 - 5 repression
- 18 A person with a/an _____ orientation is denoted by stinginess, compulsive orderliness and stubbornness, resembling Freud's anal character and would be described by Horney as "moving away from people"
- 1 exploitative
 - 2 hoarding
 - 3 marketing
 - 4 receptive
 - 5 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 ABC company has recently introduced technological changes and most employees tend to complain about this change whilst longing for the "good old days". This defence mechanism is known as _____
- 1 displacement
 - 2 rationalisation
 - 3 denial
 - 4 regression
 - 5 projection
- 21 Traits can be described as _____
- 1 concepts that indicate underlying unconscious behaviours
 - 2 primarily holistic description of personality
 - 3 certain obvious elements of personality only
 - 4 not similar to the behaviourist idea of responses
 - 5 constructs that indicate more or less enduring behaviours

- 22 Cattell's personality theory consists of _____ factors
- 1 three
 - 2 sixteen
 - 3 five
 - 4 thirteen
 - 5 four
- 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 Which factor in the Five-Factor Model is consistently related to performance across many jobs?
- 1 Extraversion
 - 2 Agreeableness
 - 3 Conscientiousness
 - 4 Neuroticism
 - 5 Openness to experience
- 25 According to the Five-Factor Model, conscientiousness is the opposite of _____
- 1 openness to experience
 - 2 antagonism
 - 3 emotional stability
 - 4 closedness
 - 5 lack of direction
- 26 Which temperament is associated with a person who has a tendency to be irritable and angry?
- 1 Melancholic
 - 2 Phlegmatic
 - 3 Choleric
 - 4 Sanguine
 - 5 Artistic
- 27 Cattell describes _____ as traits that may be present in many people and in various situations
- 1 common traits
 - 2 source traits
 - 3 surface traits
 - 4 unique traits
 - 5 general traits

- 28 The Three-Factor Model of personality is associated with _____
- 1 Costa and McCrae
 - 2 Myers-Briggs
 - 3 Cattell
 - 4 Freud
 - 5 Eysenck
- 29 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
- 30 A person who is always or often willing to do more than his or her official job description demands possibly manifests a characteristic known as _____
- 1 organisational citizenship behaviour
 - 2 extroversion and introversion
 - 3 task and interpersonal behaviour
 - 4 team behaviours and roles
 - 5 learning and cognitive style
- 31 Rogers stated that people can only develop into fully functioning people if they experience _____
- 1 self-determination
 - 2 unconditional positive regard
 - 3 the will to meaning
 - 4 personal constructs
 - 5 life stages
- 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 alternativist

- 33 Self-transcendence refers to _____
- 1 worth attached to the self
 - 2 having an outer-body experience
 - 3 developing a healthy self-esteem
 - 4 reinforcing one's own behaviour, being in control of what happens
 - 5 rising above oneself and circumstances to find meaning in life
- 34 Self-actualising can be most accurately described as _____
- 1 the belief that one can be successful in tasks
 - 2 reinforcing one's own behaviour, being in control of what happens
 - 3 expressing the self to its fullest potential
 - 4 worth attached to the self
 - 5 learning about one's own self or the "selves" of others
- 35 Which one of the following statements best reflects the humanistic perspective?
- 1 "Sometimes one does not have a choice "
 - 2 "You cannot control the direction your life takes "
 - 3 "If it was not for my family "
 - 4 "Adversity can help you grow "
 - 5 "How can you feel like that?"
- 36 Thabang is always fully engaged in his work and he seems to enjoy the tasks he has to do every day His type of work performance could most likely be related to _____
- 1 a process of valuing self-experiences
 - 2 esteem needs
 - 3 spiritual drive
 - 4 optimism
 - 5 a peak/flow experience
- 37 Phenomenology refers to a person's _____
- 1 unique subjective experiences
 - 2 unconscious feelings and needs
 - 3 striving to rise above circumstances and experience life
 - 4 striving to survive
 - 5 need to be accepted by others
- 38 Learned helplessness is similar to _____
- 1 self-efficacy
 - 2 an internal locus of control
 - 3 unconditional positive regard
 - 4 an external locus of control
 - 5 salutogenic types

- 39 Allport uses the _____ concept for the self
- 1 proprium
 - 2 ideal self
 - 3 real self
 - 4 spiritual self
 - 5 "I" and "me" experiences
- 40 Which one of the following concepts emphasising the positive and healthy nature of personality in the five alternatives explains the behaviour and attitude of the person in the following example? "Thandi has a realistic view of herself, she understands her own potential and limitations in terms of future studies and the type of work that she would prefer to do and be able to do one day"
- 1 Self-actualisation
 - 2 Self-realising
 - 3 Emotional integration
 - 4 Self-acceptance
 - 5 Adulthood
- 41 The _____ approach believes that people can transcend or overcome their environment or circumstances
- 1 behaviourism
 - 2 humanistic
 - 3 cognitive
 - 4 trait
 - 5 psychodynamic
- 42 Candice believes that fishing is boring. However, when the boy she has a crush on invites her to go on a fishing trip with him and his family, she decides it might be interesting. What does Kelly call this phenomenon?
- 1 Fundamental postulate
 - 2 Preverbal constructs
 - 3 Constructive alternativism
 - 4 Conflicting meanings
 - 5 Cognitive dissonance
- 43 Sipho is given three tasks (A, B and C) to complete by the end of the day. Sipho 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 Sipho labelled the tasks?
- 1 Range
 - 2 Choice
 - 3 Dichotomy
 - 4 Organisation
 - 5 Modulation

- 44 The cognitive movement rejects the classical _____ view that people react passively to stimuli
- 1 humanistic
 - 2 behaviouristic
 - 3 psychodynamic
 - 4 subjective
 - 5 trait theory
- 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 a constellatory construct
 - 5 a propositional construct
- 46 Which corollary concerns exposure to new experiences so that one can cope with the ever-changing reality?
- 1 The dichotomy corollary
 - 2 The choice corollary
 - 3 The experience corollary
 - 4 The individuality corollary
 - 5 The organisation corollary
- 47 When one cognitive element such as a belief or value implies the opposite of another cognitive element, it is known as _____
- 1 a core construct
 - 2 cognitive dissonance
 - 3 constructive alternativism
 - 4 fundamental postulate
 - 5 a peripheral construct
- 48 A _____ construct is receptive to change
- 1 permeable
 - 2 preverbal
 - 3 submerged
 - 4 self
 - 5 pre-emptive

- 49 People create their own view of the world and they act according to this knowledge and perception. This is known as _____
- 1 core constructs
 - 2 selective memory
 - 3 personal constructs
 - 4 common perceptions
 - 5 information processing
- 50 During an exit interview an employee describes the strong points and weak points of the organisation and his supervisors. Using Kelly's ideas on personal constructs, the employee's perceptions can be explained by the _____ corollary
- 1 fragmentation
 - 2 choice
 - 3 range
 - 4 dichotomy
 - 5 construction
- 51 Management wants to establish a new performance management programme. According to cognitive perspectives a prerequisite/s 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 low levels of challenge for all role players in the programme
 - 5 moving control and decision-making down in the hierarchy
- 52 The cognitive perspective explains guilt as the consequence of _____
- 1 not being able to construe the future
 - 2 not being able to master new experiences
 - 3 an attempt to hold on to an invalid construct
 - 4 the self being perceived as dislodged from the core self
 - 5 widespread changes in the core role
- 53 An individual who understands events in life and finds them controllable and meaningful is experiencing _____
- 1 a sense of coherence
 - 2 positive coping
 - 3 hardiness
 - 4 learned resourcefulness
 - 5 personal strength
- 54 Benefit-finding is a specific characteristic of the _____ paradigm
- 1 positive psychology
 - 2 salutogenic
 - 3 humanistic
 - 4 fortigenic
 - 5 behaviourism

- 55 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? "Martha is very creative in her thinking and has great confidence in her opinions even if they are different from the way most other people think "

- 1 Social actualisation
- 2 Autonomy
- 3 Social integration
- 4 Purpose in life
- 5 Self-acceptance

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

- 58 Shaun is generally unhappy and unbalanced in all areas of his life, but he has not been diagnosed with a mental illness. According to the Complete State Model, Shaun's condition can be described as _____

- 1 languishing
- 2 flourishing
- 3 floundering
- 4 struggling
- 5 immature

- 59 In terms of meaningfulness, _____ can be seen as a meaning-destroying variable

- 1 expectancies for physical fitness
- 2 self-acceptance
- 3 affiliation with others
- 4 community feeling
- 5 expectancies for financial success

[TURN OVER]

- 60 In a career development workshop you have designed the training interventions to strengthen the participants' ability to control their emotions and needs, which will improve their planning skills and increase their ability to enjoy life. On which of the following salutogenesis constructs have you based your workshop?
- 1 Self-efficacy
 - 2 Sense of coherence
 - 3 Learned resourcefulness
 - 4 Locus of control
 - 5 Courage
- 61 Tellegen used the term _____, which is a personality trait that forms the superstructure of positive emotional experiences
- 1 spirituality
 - 2 autonomy
 - 3 humour
 - 4 positive emotionality
 - 5 emotion
- 62 An individual who experiences life as meaningful and purpose-driven because of a sense of direction is displaying the _____ facet of psychological well-being
- 1 self-acceptance
 - 2 personal growth
 - 3 purpose in life
 - 4 environmental mastery
 - 5 autonomy
- 63 According to the complete mental health state model, complete mental health is a condition which combines the symptoms of _____
- 1 low levels of emotional, psychological and social well-being, as well as the diagnosis of a recent psychological disorder
 - 2 medium 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 absence 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
- 64 The social well-being facet which refers to when a person experiences the community as logical and predictable is known as _____
- 1 social coherence
 - 2 social actualisation
 - 3 social acceptance
 - 4 social integration
 - 5 social community

- 65 The difference between overcommitment and undercommitment to work is based especially on _____
- 1 the feelings of mania and anxiety in overcommitment
 - 2 how work roles have been learnt and rewarded
 - 3 the impairment of work behaviour in undercommitment
 - 4 the occurrence of physical diseases in undercommitment
 - 5 the personality problems of the overcommitted employee
- 66 An approach or model which relates 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 _____ refers to the level of people's vocational development, vocational attitudes and decision-making skills at different stages of life
- 1 Vocational uncertainty
 - 2 Career plateauing
 - 3 Midlife crisis
 - 4 Career maturity
 - 5 Career taxonomy
- 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
- 69 Personality disorders are characterised by rigid and poorly acquired patterns of behaviour or conduct, unsatisfactory interpersonal relationships and ineffective occupational performance, often with a few signs of anxiety and conflict about such inefficiencies. Personality disorders, characterised by odd or eccentric behaviour, involve the following, _____
- 1 paranoid, avoidant and antisocial
 - 2 paranoid, schizoid and schizotypal
 - 3 obsessive-compulsive, avoidant and dependent
 - 4 narcissistic, antisocial and paranoid
 - 5 antisocial, histrionic and borderline

- 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 delusion occurs when a person _____
- 1 perceives objects that don't actually exist
 - 2 develops illnesses as a result of stress
 - 3 develops an irrational fear that others want to harm him/her
 - 4 experiences memory loss
 - 5 has an anxiety and mood disorder
- 72 Read the following passage and choose the correct combination from the options below. Sashi is well loved by all her colleagues and she tends to work in a calm, relaxed manner. Andrea, however, is seen as hostile and aggressive at times when she is rushing to complete her tasks, with a general lack of caring for others. Sashi probably has a Type _____ personality, whereas Andrea probably has a Type _____ personality
- 1 A, C
 - 2 A, D
 - 3 C, A
 - 4 A, B
 - 5 B, A
- 73 _____ schizophrenia is associated with absurd and illogical delusions
- 1 Catatonic
 - 2 Paranoid
 - 3 Hebephrenic
 - 4 Simple
 - 5 Somatic
- 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 The _____ Model suggests that jobs should be designed in a way which minimises high job demands, which can cause strain over which an employee has no control

- 1 Demands-Control
- 2 Demands-and-Resources
- 3 Job-Characteristics
- 4 Risk-Management
- 5 Preventative-Health-Management

TOTAL [75]

PART 1 (GENERAL/ALGEMEEN) DEEL 1

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

1

PAPER NUMBER
VRAESTELNOMMER

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INITIALS AND SURNAME
VOORLETTERS EN VAN

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DATE OF EXAMINATION
DATUM VAN EKSAMEN

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

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STUDENT NUMBER
STUDENTENOMMER

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UNIQUE PAPER NO
UNIEKE VRAESTEL NR

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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
4. ENTER YOUR STUDENT NUMBER FROM LEFT TO RIGHT
5. CHECK THAT YOUR STUDENT NUMBER HAS BEEN FILLED IN CORRECTLY
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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
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PART 2 (ANSWERS/ANTWOORDE) DEEL 2

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