

IOP1601

(482399)

May/June 2013

PERSONALITY IN WORK CONTEXT

Duration 2 Hours

75 Marks

EXAMINERS :

FIRST

SECOND

MRS LA LOUW

PROF RM OOSTHUIZEN

MRS C TEBELE

Closed book examination.

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This paper consists of (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.

[TURN OVER]

Fill in the mark-reading sheet as indicated on the instruction sheet.
The unique number is 482399.

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

- 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 _____ 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 The _____ personality theory is characterised by acquired, observable behaviours or responses as rewarded in the various environments in which people function
- 1 psychodynamic
 - 2 behaviouristic
 - 3 humanistic
 - 4 trait
 - 5 cognitive
- 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 _____ moderator variables, which may influence the relationship
- 1 personal
 - 2 criterion
 - 3 situational
 - 4 occupational
 - 5 psychological
- 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 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 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 conscious level
 - 5 does not regard the first five years of life as very important
- 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 The 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 Shaun is very frustrated at work owing to the fact that he is experiencing problems with suppliers. When he gets home, he takes his frustrations out on his family by being rude and impatient with them. This type of defence mechanism is called _____
- 1 displacement
 - 2 rationalisation
 - 3 denial
 - 4 regression
 - 5 projection

- 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 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
- 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 or common 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 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 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 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 cognitive
 - 5 Gestalt
- 31 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? "My grandfather loves telling us stories about life and its lessons – he sees it as imparting wisdom to a younger generation from a lifetime of learning"
- 1 Self-actualisation
 - 2 Self-realising
 - 3 Emotional integration
 - 4 Self-acceptance
 - 5 Adulthood

- 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 denial
 - 4 perceptual distortion
 - 5 resilience
- 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 Self-image, and the acceptance or denial of one's own experiences, are central concepts of _____ theories
- 1 Maslow's
 - 2 Neo-Freudian
 - 3 Murray's
 - 4 Rogers'
 - 5 Kelly's
- 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 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 Rosenbaum described learned resourcefulness as _____
- 1 behaviours and skills used 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 Sasha enjoys English literature at school and she has built up a large knowledge base of this subject. In cognitive psychology, this is referred to as _____
1. episodic memory
 - 2 semantic memory
 - 3 visual images
 - 4 auditory images
 - 5 learning process
- 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 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 According to the cognitive perspective, motivation is based on _____
- 1 obtaining rewards and preventing punishment
 - 2 the interpretation of past events to determine their influence on current behaviour
 - 3 factors of which the person is not aware
 - 4 the reduction of drives
 - 5 the interpretation of current events to predict the future
- 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 The cognitive movement rejects the view of the _____ perspective that people react passively to stimuli
- 1 psychoanalytic
 - 2 behaviourist
 - 3 trait
 - 4 Gestalt
 - 5 humanistic
- 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 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

- 48 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
- 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 Benefit-finding is a specific characteristic of the _____ paradigm
- 1 positive psychology
 - 2 salutogenic
 - 3 humanistic
 - 4 fortigenic
 - 5 phenomenological
- 51 _____ is a personality trait that forms the superstructure of positive emotional experiences
- 1 Spirituality
 - 2 Autonomy
 - 3 Humour
 - 4 Emotion
 - 5 Positive emotionality
- 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 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 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 In terms of meaningfulness, _____ can be seen as a meaning-destroying variable
- 1 expectancies for physical fitness
 - 2 expectancies for financial success
 - 3 affiliation with others
 - 4 community feeling
 - 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 _____ refers to the level of people's vocational development, vocational attitudes and decision-making skills at different stages of work life
- 1 Vocational uncertainty
 - 2 Career plateauing
 - 3 Midlife crisis
 - 4 Career maturity
 - 5 Career taxonomy

- 59 As the industrial psychologist in a company, you have to manage the overall well-being of its employees in the workplace Which of the following tasks will **NOT** form part of your role?
- 1 Advising departments on the selection, placement and rehabilitation of workers with emotional problems or workers who have received treatment
 - 2 Firing employees whose mental health does not improve after three months
 - 3 Consulting with management and advising it on matters such as the policy on occupational health and methods to cope with individual cases or groups with emotional or behavioural problems
 - 4 Facilitating organisational change in culture and attitudes towards health promotion
 - 5 Mediating between employees, employers and external sources related to health matters
- 60 Which statement regarding psychological disorders is correct?
1. They involve conditions under which disturbances can occur in one or more domains of human functioning
 - 2 They are conditions that always present in the person as observable symptoms
 - 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
- 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 Bipolar affective disorder is characterised by _____
- 1 persistent episodes of sadness and depression
 - 2 a mild but persistent form of depression which may last for longer periods of time
 - 3 alternating manic episodes and depression
 - 4 continuous mood disturbances with fluctuations between manic and depressive episodes
 - 5 manipulating and aggressive behaviour without remorse

- 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 Campbell and Cellini's taxonomy for adult career problems, problems with conditions within the organisational environment is usually associated with _____
- 1 problems in making career decisions
 - 2 problems in implementing career plans
 - 3 problems in adjusting in and to the organisation
 - 4 problems in organisational/institutional performance
 - 5 problems in future career development
- 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 Which statement regarding psychological disorders is correct?
- 1 They are conditions that always present in the person as observable symptoms
 - 2 A working person cannot present with a psychological disorder
 - 3 Psychological disorders can only be diagnosed in a cultural context
 - 4 There is no acceptable diagnostic system for assessing and classifying psychopathology
 - 5 They involve conditions under which disturbances can occur in one or more domains of human functioning
- 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 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 C, A
 - 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

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
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Vir gebruik deur eksamenopsiener

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- USE ONLY AN HB PENCIL TO COMPLETE THIS SHEET
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- ENTER YOUR STUDENT NUMBER FROM LEFT TO RIGHT
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PART 2 (ANSWERS/ANTWOORDE) DEEL 2

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