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Self Assessments

1 Assignment 01(unique number 689613)

Part 1 of 1 -

Question 1 of 25

1.0 Points

A manager of a textile factory is concerned that employees of the packaging department are not motivated despite extensive training. The Industrial Psychologist of the organisation notes that the working environment and circumstances may have an influence on the loss of motivation. These aspects could best be studied by means of the _____ theory/theories regarding personality in the work context.

- ☐ A. cognitive and social-cognitive
☐ B. trait and type
☐ C. psychosocial
☐ D. behaviourist or learning

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Question 2 of 25

1.0 Points

A secretary complained that employees were unfriendly towards her. Her manager urged the secretary to always greet her colleagues and other supervisors in a friendly manner. This became a habit in her work behaviour, and she now enjoys the recognition from her coworkers and other supervisors. Which mechanism played the most important role in the forming and maintenance of the secretary's habit or habituation to be friendly at the office?

- ☐ A. Reinforcement
☐ B. The S-O-R principle
☐ C. Self-control
☐ D. Drive reduction

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Question 3 of 25

1.0 Points

An employee often demonstrates work behaviours characterised by varying degrees of calm and explosive emotional expressions, being angry, anxious and a general lack of self-confidence. According to the FFM on personality these behaviours can arguably best be classified under which one of the following factors?

- ☐ A. antagonism vs agreeableness
☐ B. apprehension vs insecurity
☐ C. neuroticism vs emotional stability
☐ D. relaxed vs tension

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Question 4 of 25

1.0 Points

At work, Jack tends to be very aggressive, always focusing on negative things, makes sarcastic remarks and generally seems very cynical about life. According to Freud's psychosexual stages and personality types, Jack probably has a/an _____ personality type.

- ☐ A. anal-expulsive
☐ B. oral-aggressive
☐ C. anal-retentive
☐ D. oral-dependent

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Question 5 of 25

1.0 Points

Based on a personality description you have recognised one of your friends as being more of an athletic type, as she is always active and busy and exhibits an assertive manner of speech and behaviour. According to ideas on the relationship between physical and behavioural attributes you believe your friend has a/an _____ type personality.

- ☐ A. A-
☐ B. endomorph
☐ C. dominating
☐ D. mesomorph

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1.0 Points

Question 6 of 25

Behaviourists perceive maladjustment as the result of _____.

- ☐ A. faulty learning
- ☐ B. inappropriate reinforcement
- ☐ C. the negative influence of the environment
- ☐ D. inadequate role models
- ☐ E. all of the above

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1.0 Points

Question 7 of 25

Cattell believed that people's cognitive or ability traits of mental alertness or intelligence are mostly inherited and he referred to this as _____ intelligence.

- ☐ A. learned
- ☐ B. inherited
- ☐ C. crystallised
- ☐ D. fluid

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1.0 Points

Question 8 of 25

Consider this scenario and relate it to the relevant structural concepts in psychoanalytic theory: Tamara's ideas and suggestions are always interrupted and rejected by her boss. Tamara would like to continue until she is heard and her ideas are accepted (____), but she was told as a child not to challenge authority (____) and therefore gives up. She fails to continue addressing the problem in a mature way (____).

- ☐ A. id; ego; superego
- ☐ B. ego; id; superego
- ☐ C. id; superego; ego
- ☐ D. superego; id; ego

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1.0 Points

Question 9 of 25

Dave and Eric 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 _____.

- ☐ A. social affiliations outside the family
- ☐ B. cultural membership
- ☐ C. corresponding personality traits
- ☐ D. learned competitiveness

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1.0 Points

Question 10 of 25

During a conference on racial and cultural conflict resolution a philosopher expresses the idea that peace and acceptance between cultures and race groups in South Africa will only be achieved if people are made aware of the deep-seated non-conscious influences on their behaviour based on their historical pasts, and of possible traumatic experiences which individuals and groups may have experienced. From a psychological perspective you recognise the philosopher's stance as being from a/an _____ perspective.

- ☐ A. relational
- ☐ B. psychoanalytical
- ☐ C. Neo-Freudian
- ☐ D. evolutionary

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1.0 Points

Question 11 of 25

Freud's view of humankind is that behaviour is determined and motivated by unconscious forces, which represents a _____ model.

- ☐ A. reality
- ☐ B. conflict
- ☐ C. morality
- ☐ D. pleasure

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1.0 Points

Question 12 of 25

If a person is expected to wait for an unreasonably long time before being served at a restaurant, this might affect his/her personality expression and behaviour. This is known as _____, according to one of the approaches to personality consistency.

- ☐ A. subordination

- ☐ B. situationism
- ☐ C. interactionism
- ☐ D. trait instability

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1.0 Points

Question 13 of 25

In order to achieve full marks for assignment 02, you need to do the following on your e-tutor site on myUnisa:

- ☐ A. complete the gradueness scale
- ☐ B. add your completed gradueness scale to your dropbox on your e-tutor site
- ☐ C. write a blog of 300 words or more indicating how you will improve your lowest scored gradueness skills
- ☐ D. ensure that your blog is publicly viewable
- ☐ E. all of the above

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1.0 Points

Question 14 of 25

In order to energise a specific employee's drive to be more successful, his manager promotes him with the task to facilitate creativity and entrepreneurship in the workplace to assist employees to work cleverly and not necessarily more. However, the manager was disappointed to find that the promotion and the challenge in the work tasks did not lead to the expected improved motivation in this employee. Which of the following reasons would most probably be the reason for the failure of this motivational strategy?

- ☐ A. The stimuli in the tasks were not sufficiently strong.
- ☐ B. The tasks were only illustrating classical conditioning.
- ☐ C. The tasks could rather have indicated the manager's needs.
- ☐ D. The tasks did not necessarily enhance heterostasis or growth and development.

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1.0 Points

Question 15 of 25

In trait theory, the term ectomorph refers to _____.

- ☐ A. an emotional or mood expression
- ☐ B. the innate energy underlying behaviour
- ☐ C. a body or emotional type
- ☐ D. a scale which measures personality type

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1.0 Points

Question 16 of 25

Jung emphasised the notion of _____, in which people develop different degrees of introversion and extraversion, and varying tendencies towards the four functions of sensing, intuition, thinking and feeling.

- ☐ A. inferiority
- ☐ B. latency
- ☐ C. fixation
- ☐ D. individuation

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1.0 Points

Question 17 of 25

People who suffer from post-traumatic stress often get a fright when they hear sounds similar to those in the traumatic situation they were exposed to. This is a case of _____.

- ☐ A. operant conditioning
- ☐ B. instrumental conditioning
- ☐ C. reward learning
- ☐ D. classical conditioning
- ☐ E. consequences learning

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1.0 Points

Question 18 of 25

Rotter refers to _____ as events that are very important to an individual, which can be classified together with other situations and which might be rewarding to such an individual but not to others

- ☐ A. self-efficacy and learned resourcefulness
- ☐ B. psychological situations
- ☐ C. expectancies and locus of control
- ☐ D. self-regulatory plans and incentives

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1.0 Points

Question 19 of 25

Vicarious learning implies _____.

- ☐ A. a lack of self-control
- ☐ B. continuous learning
- ☐ C. learning from observing others
- ☐ D. forgetting
- ☐ E. learned helplessness

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1.0 Points

Question 20 of 25

Which perspective on personality postulates that human development occurs over the life span and that it is a very personal and unique process?

- ☐ A. Humanistic, existential and phenomenological perspectives
- ☐ B. Behaviourist or learning perspectives
- ☐ C. Psychodynamic or psychoanalytical perspectives
- ☐ D. Trait and type perspectives

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1.0 Points

Question 21 of 25

Which perspective states that people create constructs and schemas about the world that influence their personality and behaviour?

- ☐ A. Behaviourist
- ☐ B. Cognitive
- ☐ C. Psychodynamic
- ☐ D. Trait

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1.0 Points

Question 22 of 25

Which perspectives on personality emphasise that the individual is intertwined with a group and the greater cosmos?

- ☐ A. Biological and evolutionary
- ☐ B. Psychosocial theories
- ☐ C. African and Asian views
- ☐ D. Psychodynamic

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1.0 Points

Question 23 of 25

_____ anxiety represents conflict between the ego and the superego.

- ☐ A. Moral
- ☐ B. Reality
- ☐ C. Neurotic
- ☐ D. Surreal

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1.0 Points

Question 24 of 25

_____ manifests when a person always rationalises or tries to be clever about things, while when a person shows the opposite behaviour from what he/she usually does, it illustrates _____.

- ☐ A. Repression; reaction-formation
- ☐ B. Intellectualisation; reaction-formation
- ☐ C. Reaction-formation; intellectualisation
- ☐ D. Reaction-formation; repression

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1.0 Points

Question 25 of 25

_____ states that personality, the situation and resultant behaviours contribute collaboratively to personal consistency in behaviour.

- ☐ A. Interactionism
- ☐ B. Trait consistency
- ☐ C. Situationism
- ☐ D. Individualism

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