

**IOP3702  
IOP302U**

May/June 2012

**PERSONNEL PSYCHOLOGY: ORGANASATIONAL ENTRY**

Duration 2 Hours

75 Marks

**EXAMINATION PANEL AS APPOINTED BY THE DEPARTMENT.**

---

**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 3 pages**

**[TURN OVER]**

**SECTION A****ANSWER ANY TWO (2) OF THE FOLLOWING THREE (3) QUESTIONS:**

- 1 What prevents people with an undergraduate qualification from passing themselves off as psychologists? Explain how and why psychologists are licensed and certified In a research context licensed and certified psychologists must always conduct themselves ethically Within this environment, explain the importance of ethical conduct during the research process (10)
- 2 The manager of a large clothing store would like to start an "employee of the month" programme Discuss the various steps in criterion development in order to address their concern regarding fair and equitable selection of candidates for this award (10)
- 3 You have just been appointed as an IO psychologist and you have been asked to develop a new selection strategy concerning testing for your organisation Write a report discussing the various aspects of ethical and professional practice that are required to ensure fair and ethical psychological assessment, including test classification, training and registration of assessors and ethical standards (10)

**SECTION B****ANSWER ANY TWO (2) OF THE FOLLOWING THREE (3) QUESTIONS:**

- 4 Differentiate between job analysis and competency modelling and evaluate the advantages and disadvantages of each approach You are welcome to answer in table format (15)
- 5 One can hardly ignore the fact that the media always mentions a skills shortage or the "hunt for talent" This applies especially to scarce skills One of the first steps taken to avoid a skills shortage in your organisation is to recruit correctly Name and discuss the important aspects of recruiting for an organisation (15)
- 6 You have been tasked by management to implement a fair selection system that complies with the relevant legislation Within the South African legal framework the concepts of fairness and bias are promoted Discuss this statement You should also refer to relevant South African legislation (15)

**SECTION C****ANSWER ANY ONE (1) OF THE FOLLOWING TWO (2) QUESTIONS:**

- 7 Industrial psychologists are constantly faced with a host of practical problems. Understanding the research process helps them to solve these practical problems, apply the results of studies reported by others and assess the accuracy of claims made about new practices, equipment, etc. Explain the five-step empirical research process [25]
- 8 You are the human resource officer and you have been asked to develop a new selection strategy concerning testing for the organisation. Before formulating the strategy, you have to clarify certain aspects. Write a report on the categorisation of major types of psychological tests. Also discuss the various test predictors available, and include a discussion of their respective reliability and validity [25]

**TOTAL: [75]****EXAMINERS****First Examiners: Mrs LA Louw  
Mr H von der Ohe****Second Examiner: Prof SC van der Westhuizen****External Examiner: Mr GJ Steyn**