

**IOP3702
IOP302U**

May/June 2013

PERSONNEL PSYCHOLOGY: ORGANISATIONAL ENTRY

Duration 2 Hours

75 Marks

EXAMINERS ·
FIRST
SECOND
EXTERNAL

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Closed book examination.

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This paper consists of 3 pages

[TURN OVER]

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

- 1 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)
- 2 Discuss employment equity and affirmative considerations in recruitment, screening and selection. You should also refer to the relevant South African legislation (10)
- 3 What prevents people with only an undergraduate qualification from passing themselves off as psychologists? **First**, explain how and why psychologists are licensed and certified. In this context licensed and certified psychologists must always conduct themselves ethically. **Secondly** explain the importance of upholding ethical standards when using psychological predictors (testing) (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 In the process of data collection, the researcher needs to make decisions regarding various aspects. Firstly, the people from which the data will be collected should be identified. Secondly, the instruments or tools that are going to be used to gather the data should be identified. Within this context discuss the following:
 - a) Sampling
 - b) Data gathering techniques(15)
- 6 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. To accomplish this you need to:
 - a) Differentiate between the concepts recruitment, screening and selection
 - b) Discuss the sources and methods of recruitment
 - c) Discuss the recruitment planning process and the techniques that can be applied to enhance the quality of recruitment strategies(15)

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

- 7 This question contains two aspects. 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. **Firstly**, you have to discuss this statement. You should also refer to relevant South African legislation. (10)

Secondly, to comply with the above you have to start with a thorough job analysis by compiling a work document which includes the following

- a) A definition of job analysis
- b) A description of the various data collection methods for job analysis
- c) The possible products or uses of job analysis information

(15)
[25]

- 8 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. Discuss the five-step empirical research process in detail. [25]

TOTAL: [75]