

IOP3702

May/June 2014

PERSONNEL PSYCHOLOGY: ORGANISATIONAL ENTRY

Duration · 2 Hours

75 Marks

EXAMINERS :

FIRST .

MR H VON DER OHE

SECOND

DR OM LEDIMO

EXTERNAL

MR GJ STEYN

Closed book examination.

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This paper consists of 3 pages.

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[TURN OVER]

SECTION A**ANSWER ANY TWO (2) OF THE FOLLOWING THREE (3) QUESTIONS:****QUESTION 1**

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)

QUESTION 2

You have been tasked by management to implement a fair selection system that complies with the relevant legislation, such as the Employment Equity Act 55 of 1998. To do this, you have to start with a thorough job analysis. Compile a work document that includes the following:

- Describe the purpose and products of job analysis (8)
 - Discuss employment equity considerations in job analysis and job descriptions (2)
- [10]**

QUESTION 3

You are a human resources officer who has been confronted by a shop steward complaining about the lack of fairness in the decision-making policies and practices in your organisation. Defend your viewpoint by explaining the following:

- (a) the concept of fairness (4)
- (b) the principles of procedural fairness (6)
- [10]**

SECTION B**ANSWER ANY TWO (2) OF THE FOLLOWING THREE (3) QUESTIONS:****QUESTION 4**

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. (15)

QUESTION 5

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)

QUESTION 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. Name and discuss the important aspects of recruiting for an organisation. (15)

[TURN OVER]

SECTION C**ANSWER ANY ONE (1) OF THE FOLLOWING TWO (2) QUESTIONS:****QUESTION 7**

Human resource planning is one of the tools that organisations use to achieve their overall goals

- (a) Describe the global and national factors and trends that influence the employment and human resource planning process (10)
- (b) Also discuss the human resource planning process. You would need to discuss the following phases
- investigative phase (3)
 - forecasts and estimations (6)
 - planning phase and the (3)
 - implementation phase (3)
- [25]

QUESTION 8

As the human capital manager 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

- (a) Write a short report that distinguishes between different approaches to cognitive and personality assessment and the cognitive and personality predictor measures that evolved from these approaches (12)
- (b) In their assessment of people, industrial psychologists also use behavioural predictor measures such as interviews, assessment centres, work samples, biographical information, peer assessment and letters of recommendation. Discuss assessment centres and interviews as behavioural predictor measures (13)
- [25]

TOTAL: [75]