

Tutorial Letter 201/1/2018

Career Psychology

IOP3703

Department of Industrial and Organisational Psychology

IMPORTANT INFORMATION:

This tutorial letter contains feedback on your assignments.

BAR CODE

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Dear Student

We trust that you have made excellent progress with your study programme. Please do not hesitate to contact us if you experience any difficulties.

This tutorial letter contains feedback on the assignments and important information on the format of the examination. Please study it thoroughly and keep it close at hand.

Good luck with your examination preparation!

Your lecturers for this module are as follows:

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1. FEEDBACK ON COMPULSORY ASSIGNMENT 01

Question 1

Distinguish between the traditional and contemporary definitions of a career. Also explain the difference between subjective and objective careers. (10)

Suggested framework for answer (Schreuder & Coetzee, 2016, chapter 1, pp. 91 - 94)

Question 2

The 21st century workforce presents a multigenerational workforce that is actively involved in organisations. Critically discuss the generational diversity faced by organisations in the contemporary world of work. (10)

Suggested framework for answer (Schreuder & Coetzee, 2016, chapter 2, pp 47 - 50).

Question 3

Career concepts explain the objective and subjective careers of individuals. Briefly discuss how career planning, career management, career self-management, career competency and career motivation have influenced your objective or subjective career. (10)

Suggested framework for answer (Schreuder & Coetzee, 2016, chapter 3, pp. 94 -108)

To have successfully answered the question clearly indicate how you have applied these career concepts in your own career.

TOTAL: [30]

2. FEEDBACK ON COMPULSORY ASSIGNMENT 02

Question 1

Discuss the concept of career anchors and career patterns and how these may contribute to individuals' career development and career success in the contemporary workplace. (10)

Suggested framework for answer (Schreuder & Coetzee, 2016, chapter 6, pp. 295-297; 306-307; 308; 312-313)

Question 2

Identify and discuss the theories and models that have been classified as antecedents of flourishing and languishing of individuals in the workplace. (10)

Suggested framework for answer (Schreuder & Coetzee, 2016, chapter 7, pp. 364 - 365)

Question 3

Organisational support practices require ethical conduct from managers, career development practitioners, Industrial and Organisational psychologists, human resources practitioners and employees. Discuss the ethical principles that all stakeholders should consider when applying career development support practices in organisations. (10)

Suggested framework for answer (Schreuder & Coetzee, 2016, chapter 8, pp.463 – 465)

3. PREPARATION FOR THE EXAMINATION: MAY/JUNE 2018

Details of examination paper are as follows:

Total marks: 75
 Pass mark: 50%
 Time: 2 hours

The paper consists of four questions which count 25 marks each. Each of the four questions consists of short paragraph questions (ranging from 10 marks to 25 marks). You may answer any three of the four questions.

Please remember that the prescribed book (Schreuder & Coetzee, 2016) should be the basis of your May/June 2018 examination preparation. Study **ALL** the content of the following chapters thoroughly and pay special attention to the indicated themes:

Chapter 2: Study all themes in the Chapter.

Chapter 3: Study all themes in the Chapter.

Chapter 4: Study all themes in the Chapter.

Chapter 5: Study all themes in the Chapter.

Chapter 6: Career issues (**ONLY** study the career anchors).

DO NOT study Chapters 1, 7 and 8 for the examination.

Work through all the assignments, especially the topics that are listed above and the additional themes addressed by the assignments. Work through the self-assessment questions in the study guide.

Remember, the mark allocation for each question is an indication of the number of substantial facts that you have to discuss in your answer and the amount of time you may need to spend on the question.

PLEASE NOTE: These guidelines are applicable only to the May/June 2018 examination.

4. EXAMPLE OF A PREVIOUS EXAMINATION PAPER

Please refer to *myUnisa* for examples of past examination papers.

5. GENERAL GUIDELINES ON EXAMINATION PREPARATION

It is best to plan your revision well in advance when studying for an examination. One of the keys to good memory is revision. A structured revision process ensures that you learn effectively and efficiently. Butler and Hope (1997) provide the following excellent revision strategies for keeping your examination nerves under control.

Overall strategy: the long-term view

Answer these questions:

- Which topics do I know?
- What is essential and what is optional?
- Where are the gaps for me?
- Make a detailed plan of what to do when. Write it down.

Daily technique: the short-term view

Do not think about the long term and

- take one topic at a time
- stop when your time is up and move on to the next topic
- take frequent, but brief, breaks (eg after every 1½ hours)
- do not stay up all night or overdose on coffee
- eat, sleep and take exercise regularly
- do not revise your plan daily but, for example, weekly
- take a whole day off each week for revision purposes
- rehearse your exam technique (writing to time, etc)
- condense your notes and ideas at each stage

On the day of the examination

Prepare yourself in advance: your clothes, how you are going to get to the examination venue, etc.

- Look at your condensed notes (not at new material).
- Arrive in good time.
- Do not listen to scaremongering from other students.
- Give yourself time to settle down.
- Read the instructions on the paper first.
- Read the questions carefully.

- Plan your timing and write it down.
- Adapt what you know to the questions if they seem too difficult.
- If stuck, start to write notes. You will find that one thing leads to another and you will trigger your memory quite easily. You have not really “forgotten” as much as lost your way.
- Do not try to write everything you know. Answering the question is enough.
- Do not try to be a genius – just answer the questions.

Note: Given the brief time for each question, your answers may have to be superficial. They can, however, still be good and well-put-together.

Good luck with your examination preparation. Please contact us immediately should you need clarity on the study material.

It was a pleasure to have you as a student!

REFERENCE

Butler, G. & Hope, T. (1997). *The mental fitness guide: Manage your mind*. New York: Oxford University Press.