

**CAREER PSYCHOLOGY
IPS 222**

SUPPLEMENTARY EXAMINATIONS

NOV / DEC

2018

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Time: 3 Hours

Subject: IPS 222

Marks: 100

This paper consists of 2 pages including the cover page

Internal Examiners

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Internal Moderator

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INSTRUCTIONS

- 1. Answer all Questions.**
- 2. It is in your best interest to write clearly and eligibly.**

QUESTION 1

1. Define Career Development and briefly discuss the stages of Career Development as Identified by Donald Super. **(15 Marks)**

1.1 Define Career planning process and outline (5) guidelines in Career planning process.

(10 Marks)

QUESTION 2

2. In every organization, recruitment is the first phase of entry, after which comes the selection process. Briefly discuss (5) steps of organizational selection process. **(10 Marks)**

2.1 Identify and explain the (3) groups that are saddled with the responsibility of career planning and development in the organization. **(10 Marks)**

QUESTION 3

3. Define the following terms:

- Career planning
- Career Development
- Career Management

(15 Marks)

3.1 In every organization, recruitment is the first phase of entry, after which comes the selection process. Briefly discuss (5) steps of organizational selection process.

(10 Marks)

QUESTION 4

4. Outline and briefly discuss (4) steps of Career Management Models.

(8 Marks)

4.1. John Holland views occupational choice as a process of matching occupations and people. Outline and briefly explain the (6) personality types identified in Holland's theory of personality.

(12 Marks)

4.2 Define Job Interview, and outline at least five purposes or functions a job interview.

(10 Marks)