

UNIVERSITY OF FORT HARE

PERSONNEL PSYCHOLOGY

IPS 211

DEGREE/ EXAMINATIONS

Special exam

Nov/ Dec

2017

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**Time:** 3 hours

**Subject:** 1PS 211

**Marks:** 100

**This paper consists of 2 pages including the cover page**

Internal Examiners

HLATYWAYO C K

Moderator

DELPOR J

**INSTRUCTIONS**

Answer all questions

### Question 1

The research process in personnel psychology according to Coetzee and Schreuder (2013) consist of the following steps

- Step 1 formulating the research question
- Step 2 selecting appropriate design
- Step 3 data collection
- Step 4 data analysis
- Step 5 Drawing conclusions from research

- a) With a personnel related problem give a detailed description of how you would use the research steps to deal with the problem (20)
- b) Give a brief overview of how ethics would influence the research process (5)

### Question 2

- a) The job description consists of 14 items. With reference to any occupation of your choice give a detailed job description (15)
- b) As an HR manager how would you use advertising and e-recruitment to attract potential employees? (5)
- c) Define personnel psychology (2)
- d) Identify the professional bodies that differentiate between an industrial psychologist and HR practitioner (3)

### Question 3

Identify and discuss the steps involved in developing performance appraisal system (25)

### Question 4

Discuss and Define the Following Terms

- i. Reliability
  - a) Test Retest Reliability
  - b) Internal consistency
  - c) Inter rate reliability
- ii. Validity
  - d) Content
  - e) Construct
  - f) Criterion related
  - g) Concurrent
  - h) Predictive (25)

*God speed*