



University of Fort Hare  
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**UNIVERSITY OF FORT HARE**

**PERSONNEL PSYCHOLOGY**

**IPS 211**

**SEMESTER 1 EXAMINATION**

**JUNE 2023**

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**Time: 3 hours**

**Subject: IPS 211**

**Marks: 100**

**This paper consists of two (2) pages  
including the cover page**

**Internal Examiner**

Dr J.K Aderibigbe

**Moderator**

Dr V Ruzungunde (UFH)

**INSTRUCTIONS**

Read the questions carefully before answering them.

**Answer all questions.**

**Question 1**

**[20 marks]**

- 1a. Briefly discuss Astrology as a disproved pre-scientific method of personnel selection. (5)
- 1b. Briefly discuss Graphology as a disproved pre-scientific method of personnel selection. (5)
- 1c. Briefly discuss Physiognomy and Body-build as a disproved pre-scientific method of personnel selection. (5)
- 1d. Briefly discuss Phrenology as a disproved pre-scientific method of personnel selection. (5)

**Question 2**

**[20 marks]**

- 2a. Discuss the Interview as a scientific method of personnel selection. (10)
- 2b. Differentiate between Structured and Unstructured interviews. (10)

**Question 3**

**[20 marks]**

- 3a. Discuss the Reference report as a scientific method of personnel selection. (10)
- 3b. Differentiate between the Structured and Unstructured reference reports. (10)

**Question 4**

**[20 marks]**

- 4a. Discuss the relevance of job applicant biodata to effective personnel selection. (10)
- 4b. Briefly explain the empirical keying method of scoring job applicant biodata. (5)
- 4c. Briefly explain the factorial keying method of scoring job applicant biodata. (5)

**Question 5**

**[20 marks]**

What are Situational Judgment Tests?

**End of Examination**