CAREER PSYCHOLOGY
IPS 222

DEGREE / MAIN EXAMINATIONS

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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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INSTRUCTIONS

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

QUESTION 1

1. A career is a general course of action an individual chooses to pursue throughout his or her working life. Write short notes on the following terms:

- Career Planning
- Career development
- Career Management
- Career Path **(20 Marks)**

1.1 Outline and explain the **(5)** most important methods used in conducting career development in 21st century organization. **(10 Marks)**

QUESTION 2

2. John Holland personality type theory views occupational choice as a process of matching occupation and people. Outline and explain the **(Six)** personality types and work environments identified by John Holland.

(24 Marks)

QUESTION 3

3. Restructuring of organizations has led many organizations to flatten their organizational structure and has brought about changes in the organization. Briefly outline and discuss **(Five)** implications of changes in organizations for careers.

(25 Marks)

QUESTION 4

4. If an organization is to be successful, it must be capable of ensuring that properly qualified people are available when vacancies occur. Briefly outline and explain **(Five)** important Goals of organizational career planning programme.

(10 Marks)

4.1 Define Job Interview, and outline at least five purposes of functions a job interview.

(11 Marks)