



# UNIVERSITY EXAMINATIONS

**SECOND SEMESTER 2023/2024 ACADEMIC YEAR**

**SECOND YEAR EXAMINATION FOR THE DEGREE OF  
BACHELOR OF EDUCATION**

**PSYC 222: CAREER COUNSELLING**

***STREAM: R***

***TIME: 2 HRS***

***DAY: THURSDAY (11.30-1.30PM)***

***DATE: 18/4/24***

**THIS QUESTION PAPER CONSISTS OF THREE (3) PAGES**

**PLEASE DO NOT OPEN UNTIL THE INVIGILATOR SAYS SO.**



**INSTRUCTIONS:** Answer question **ONE** and **TWO** other questions

**QUESTION ONE (30 MARKS)**

- a) Express your understanding of career counseling (2 marks)
- b) Define the following as used in career counseling (8 marks )
  - i) Career
  - ii) Career development
  - iii) Career orientation
  - iv) Life long career orientation
- c) Describe five factors that shape an individual's career path for each of the following
  - a) Internal factors (10 marks)
  - b) External factors (10 marks)

**SECTION B: ANSWER TWO QUESTIONS**

**QUESTION TWO (20 MARKS)**

- a) Elaborate five differences between career counseling and other forms of counseling (10 marks)
- b) Define burnout (2 marks)
- c) Discuss four causes of burnout (8 marks)

**QUESTION THREE (20 MARKS)**

- a) Explain five issues arising from engaging in a career. (10marks)
- b) Give the meaning of Employee Assistance Programme (2 marks)
- c) Discuss four types of Employee Assistance Programme (8 marks)

**QUESTION FOUR (20 MARKS)**

- a) Differentiate between retrenchment and retirement. (4marks)
- b) Explain how can an employee plan and ensure financial security after retirement? (6 marks)



- c) Discuss challenges facing persons who aspire to pursue their careers in the current job environment. (10marks)

**QUESTION FIVE (20 MARKS)**

Explain how the following theories of career development can guide an individual in making informed career decisions.

- i) Social Cognitive Career Theory (10marks)  
ii) Trait and Factor Theory (10marks)

