

UNIVERSITY OF SWAZILAND  
INSTITUTE OF POST-GRADUATE STUDIES

MASTER OF EDUCATION IN ADULT EDUCATION

MAIN EXAMINATION PAPER, DECEMBER, 2014

TITLE OF PAPER : COUNSELLING AND GUIDANCE IN ADULT  
EDUCATION

COURSE CODE : AE 607

TIME ALLOWED : THREE (3) HOURS

- INSTRUCTIONS :
1. ANSWER THREE(3) QUESTIONS ONLY. ONE (1) FROM EACH OF THE THREE SECTIONS (A, B AND C)
  2. ANSWERS SHOULD BE WRITTEN IN THE ANSWER BOOKLETS PROVIDED.
  3. DO NOT WRITE ON THE QUESTION PAPER.

THIS PAPER SHOULD NOT BE OPENED UNTIL PERMISSION HAS BEEN GRANTED BY THE INVIGILATOR

**SECTION A**

**Instruction: Answer one (1) question**

**QUESTION 1 [40 marks]**

QUESTION 1

- (a) A successful career counselling and guidance process, depends on a clear notion of *(i) the purpose and outcomes of career-counselling and guidance in the workplace context and (ii) characteristics of a career counselling and guidance atmosphere (emotional climate).*

Discuss the rationale for the above principles in a setting of your own choice.

[10 marks]

- (b) Read the following scenario and answer the questions below.

**Scenario**

Nonhlanhla is a 35 year old married Swazi woman, with a four-year-old daughter. Her husband, Siphohle, is 38 years old, and is an electrical engineer with Mhlume Sugar Estate. Both Nonhlanhla and Siphohle were born and grew up in Msunduzi, Mbabane. Siphohle moved to Ndola to work with the Zambia Electricity Company (ZESCO) at Kafue gorge in 2005, before they were married. They had a long-distance relationship for a year, after which Nonhlanhla moved to Ndola in 2007. They were married in 2008, and had their baby-daughter in October, 2010. They have a very mature and loving relationship. Both Nonhlanhla and Siphohle have a very close immediate and extended family and have a strong family support structure.

Siphohle changed jobs in January 2012 and the family moved to Mhlume in Swaziland. Nonhlanhla, again, had to resign from her job as a Human resource manager with Barclays Bank (Zambia).

Nonhlanhla was born into a well-to-do family. Both her parents were health professionals. Her father is a retired medical doctor and her mother is a retired pharmacist. Her parents believe in life-long learning. Her mother completed her degree in pharmacy when Nonhlanhla was in form 2. Her father completed his degree in medicine a year after Nonhlanhla graduated with a Bachelor of Commerce degree. Nonhlanhla is their youngest and only daughter. She has an older brother, Themba, who is married and has three children. Themba is an electrical engineer at Swaziland Electricity Company (SEC) in Mbabane.

Nonhlanhla has always been an above average performer, both academically and in her work life. She completed her secondary education at Sifundzani High School in 1997. She went straight to university and obtained a Bachelor of Commerce degree from University of Swaziland (UNISWA) in 2001. She completed her Master's in Human Resource Management degree with the University of South Africa (UNISA) in 2004, on a part-time basis whilst working for SPINTEXT Swaziland (PTY) as Human resource manager. She resigned from her job in 2007 to follow Siphso.

Nonhlanhla has approached you for career counselling and guidance:

- (i) Identify Nonhlanhla's major career concerns?
  - (ii) Describe Nonhlanhla's challenges and tasks as related to her particular career life stage?
  - (iii) What are the unique challenges that career-focused women such as Nonhlanhla have to deal with?
  - (iv) Explain major steps you will take to approach Nonhlanhla's case?  
[20 marks]
- (c) Critique the status of career counselling and guidance services for adults in Swaziland.  
[10 marks]

**QUESTION 2 [40 marks]**

- (a) Create a scenario to use either (i) Narrative therapy or (ii) Logotherapy or (iii) Relaxation training in career counselling and guidance of adults.

[10 marks]

- (b) The Diagnostic Framework of Career Services (Savickas' Model, 1994) indicates that the purpose of career interventions is to facilitate *career competency* and *career adjustment* of the individual, leading to *career self-efficacy*, *career maturity* and *resilience*. Such interventions typically draw from more than one service at a time: **career counselling, career guidance, career placement, career therapy, career education and career coaching.**

Create a scenario to examine how you could use the above services as interventions for: (i) the career-self, (ii) vocational-self and (iii) environmental outcome (life roles) of a client or clients of your choice.

[20 marks]

- (c) Critique the status of career counselling and guidance services for adults in Swaziland.

[10 marks]

**SECTION B**

**Instruction: Answer one (1) question**

**QUESTION 3 [30 marks]**

- (a) What is the role of counselling and guidance theories?

[7 marks]

- (b) Choose a counselling and guidance theory/approach and explain how you could utilize it to assist either (i) a client who is bereaved or (ii) a client with interpersonal conflicts.

[16 marks]

- (c) Critique the status of current interventions by providers of counselling and guidance services in Swaziland to address the above problems.

[7 marks]

**QUESTION 4 [30 marks]**

- (a) What is the role of theory in counselling and guidance?  
[7 marks]
- (b) Choose a counselling and guidance theory/approach and explain how you could utilize it to assist a client / clients with suicidal behavior  
[16 marks].
- (c) Critique the status of current interventions by providers of counselling and guidance services in Swaziland to address the above problems.  
[7 marks]

**QUESTION 5 [30 marks]**

- (a) What are the main assumptions of systemic/family counselling and guidance.  
[10 marks]
- (b) Create a scenario to demonstrate how you could use the systemic/family counselling and guidance approach.  
[20 marks]

**SECTION C**

**Instruction: Answer one (1) question**

**QUESTION 6 [30 marks]**

- (a) Describe the main assumptions of (i) professional/institutional-based (ii) open-based and (iii) situation-based counselling and guidance practices for adults.  
[18 marks]
- (b) What are challenges are faced by providers of each of the above services to adults in Swaziland?  
[12 marks]

**QUESTION 7 [30 marks]**

- (a) Who is counselor? [7 marks]
- (b) What is the function of codes of ethics for counselling and guidance services? [16 marks]
- (c) Critique the current practice by providers of counselling and guidance services to adults in Swaziland. [7 marks]

**QUESTION 8 [30 marks]**

- (a) Critique the use of (i) Dynamic counselling theory (ii) Humanistic counselling theory in the counselling of adults. [15 marks]
- (b) Create a scenario to demonstrate how you could use the **helping model** to assist, either (i) a client who is bored with work and has depressed feeling or (ii) a client who is insecure about getting older or (iii) a client who lacks assertion and confidence. [15 marks]