

UNIVERSITY OF ESWATINI
INSTITUTE OF POST-GRADUATE STUDIES

MASTER OF EDUCATION IN ADULT EDUCATION

MAIN EXAMINATION PAPER, DECEMBER, 2018

- TITLE OF PAPER :** COUNSELLING AND GUIDANCE IN ADULT EDUCATION
- COURSE CODE :** AED 631
- TIME ALLOWED :** THREE (3) HOURS
- INSTRUCTIONS :**
1. ANSWER THREE(3) QUESTIONS ONLY. ONE (1) FROM SECTION A AND TWO (2) FROM SECTION B
 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 [33.3 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

Eva is a 35 year old married Swazi woman, with a four-year-old daughter. Her husband, Adam, is 38 years old, and is an electrical engineer with Mhlume Sugar Estate. Both Eva and Adam were born and grew up in Msunduzi, Mbabane. Adam moved to Ndola to work with the Zambia Electricity Company (ZESCO) at Kafue gorge in 2008, before they were married. They had a long-distance relationship for a year, after which Eva moved to Ndola in 2011. They were married in 2012, and had their baby-daughter in October, 2013. They have a very mature and loving relationship. Both Eva and Adam have a very close immediate and extended family and have a strong family support structure.

Adam changed jobs in January 2015 and the family moved to Mhlume in Eswatini. Eva, again, had to resign from her job as a Human resource manager with Barclays Bank (Zambia).

Eva 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 Eva was in Form 2. Her father completed his degree in medicine a year after Eva graduated with a Bachelor of Commerce degree. Eva is their youngest and only daughter. She has an older brother, Sihle, who is married and has three children. Sihle is an electrical engineer at Swaziland Electricity Company (SEC) in Mbabane.

Eva has always been an above average performer, both academically and in her work life. She completed her secondary education at Sifundzani High School in 2000. She went straight to university and obtained a Bachelor of Commerce degree from the University of Swaziland (UNISWA) in 2004. She completed her Masters' in Human Resource Management degree with the University of South Africa (UNISA) in 2007, on a part-time basis whilst working for SPINTEXT Swaziland (PTY) as Human a resource manager. She resigned from her job in 2011 to follow Adam

Eva has approached you for career counselling and guidance:

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

QUESTION 2 [33.3 marks]

- (a) Create a scenario to use among (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.

[15 marks]

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

[8.3 marks]

SECTION B

Instruction: Answer one (1) question

QUESTION 3 [33.3 marks]

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

[12 marks]

- (b) Create a scenario to demonstrate how you could use (i) Rational-emotive therapy or (ii) systemic /systemic counselling and guidance theory/approach to assist either (i) a client who is bereaved or (ii) a client with interpersonal conflicts.

[14 marks]

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

[7.3 marks]

QUESTION 4 [33.3 marks]

- (a) What is the function of principles and ethics of counselling and guidance services?
[12 marks]
- (b) Create a scenario to demonstrate how you could use (i) the Psychoanalytic or (ii) the Adlerian counselling and guidance approach with adults.
[14 marks]
- (c) Critique adherence to codes of ethics by providers of counselling and guidance services in Eswatini. [7.3 marks]

QUESTION 5 [33.3 marks]

- (a) Describe the main assumptions of (i) professional/institutional-based (ii) open-based and (iii) situation-based counselling and guidance services for adults.
[18 marks]
- (b) What challenges are faced by providers of counselling and guidance to persons with disability in Eswatini. [15.3 marks]

QUESTION 6 [30 marks]

- (a) Critically examine the use of (i) Dynamic counselling theory or (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. [18.3 marks]