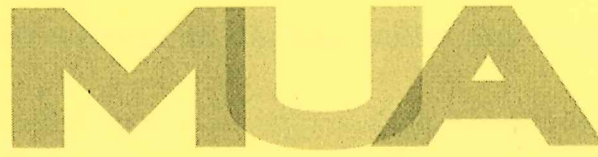


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UNDERGRADUATE UNIVERSITY EXAMINATIONS

SCHOOL OF MANAGEMENT AND LEADERSHIP

DEGREE OF BACHELOR OF MANAGEMENT AND LEADERSHIP

HRM 302/ HRM 405: HUMAN RESOURCE COUNSELING

DATE: 2ND DECEMBER 2022

DURATION: 2 HOURS

MAXIMUM MARKS: 70

INSTRUCTIONS:

1. Write your registration number on the answer booklet.
2. **DO NOT** write on this question paper.
3. This paper contains **SIX (6)** questions.
4. Question **ONE** is compulsory.
5. Answer any other **THREE** questions.
6. Question **ONE** carries **25 MARKS** and the rest carry **15 MARKS** each.
7. Write all your answers in the Examination answer booklet provided.

QUESTION ONE

Read the Case Study below carefully and answer the questions that follow:

Multicultural counseling is a type of therapy that acknowledges the effect one's diversity variables have on their mental health. Diversity variables may include an individual's ethnic group, race, nationality, language, immigration status, religion, socioeconomic status, gender identity, sexual orientation, and disability status, among other unique factors. Multicultural practitioners understand that not all people are the same. These diversity variables, the components that shape background and define identity, influence their clients' responses to psychological treatments, and, therefore, must play an essential role in the counseling process.

No one type of treatment is associated with multicultural therapy; rather, it is a mindset that can be used by a variety of mental health professionals, including psychologists, school counselors, and social workers. Multicultural counselors must understand that societal issues affect individuals' mental well-being, especially when those individuals belong to various minority groups; hence, it is necessary for counselors to have a deep understanding of social biases, including prejudice, stereotyping, and discrimination. Furthermore, they must specialize in the issues of racism, sexism, and oppression that different minority groups face, encouraging empathy and equity in their practices.

Required

- a) From the case, discuss Multicultural Awareness and Intersectionality
(10 Marks)
- b) Examine three sets of multicultural competencies
(5 Marks)
- c) Distinguish between Counseling and Psychotherapy
(5 Marks)
- d) Psychodynamic counselling evolved from the work of Sigmund Freud
Discuss
(5 Marks)

QUESTION TWO

- a) An Adlerian therapist assists individuals in comprehending the thoughts, drives, and emotions that influence their lifestyles. People in therapy are also encouraged to acquire a more positive and productive way of life by developing new insights, skills, and behaviors. These goals are achieved through the four stages of Adlerian therapy. Assess the four stages of Adlerian Therapy (10 Marks)
- b) Ellis (1962) lists 11 common irrational beliefs that can be quite disturbing. Briefly explain any five of them. (5 Marks)

QUESTION THREE

- a) Examine Hofstede (1984), identified four dimensions of cultures. (10 Marks)
- b) Ideally, termination occurs when the goals that are mutually agreed upon by the counselor and client have been achieved, or the problem for which a client has entered into counseling has become more manageable or is resolved. Explain helpful guidelines for effectively moving your clients toward termination (5 Marks)

QUESTION FOUR

- a) Crucial to the counseling environment is involvement characterized by mutual trust and caring. In the absence of involvement, people will not be willing to risk making changes in their lives. Discuss procedures leading to change (8 Marks)
- b) Aaron Beck a Philadelphia psychiatrist developed a cognitive approach to mental disorders at about the same time that Albert Ellis was developing his ideas about rational-emotive therapy (in the late 1950s and early 1960s). He emphasized the importance of cognitive thinking in his theory, especially dysfunctional thoughts (thoughts that are nonproductive and unrealistic). Discuss Beck's Cognitive Triad (7 Marks)

QUESTION FIVE

a) The central theme of client-centered counselling is the belief that we all have inherent resources that enable us to deal with whatever life brings. Discuss

(8 Marks)

b) Self disclosure has generated more than 200 studies. Self-disclosure is making oneself known to another person (the client) by revealing personal information. Counselor's self-disclosure is necessary as it relates to the therapeutic process. Too much self-disclosure hinders the counseling process, while too little of it may inhibit the client from forming a bond with the counselor. Clients are more likely to trust counselors who disclose personal information. Egan pointed out two helpful functions of self-disclosure, discuss

(7 Marks)

QUESTION SIX

a) Evaluate the Human Resource role in Counselling

(5 Marks)

b) Analyze any ten Traits of a good counselor

(10 marks)