



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

P.O. Box 62157

00200 Nairobi - KENYA

Telephone: 891601-6

MAIN EXAMINATION

JANUARY – APRIL 2019 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR PROGRAMME

CMH 421: CAREER GUIDANCE AND COUNSELING

Date: APRIL 2019

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) Differentiate between the following terms as used in the Career guidance course
- i) Career and a job **(2marks)**
 - ii) A profession and a vocation **(2marks)**
 - iii) Career path and career ladder **(2marks)**
 - iv) Career progression and career succession **(2marks)**
 - v) A hobby and a community service **(2marks)**
- b) As a Human resource consultant you have been invited by the blue Ocean Company to speak to their employees about the five skills needed for emotional intelligence in the work place: Briefly explain the content of your presentation. **(10marks)**
- c) Give the employees of the blue Ocean Company the practical strategies they can use to improve the levels of their emotional intelligence and make their organization. Successful **(10marks)**
- Q2. a) Many people have a tendency to confuse the terms guidance and counseling from your own understanding distinguish the difference between the two terms from the knowledge gained in this course. **(4 marks)**

- b) Employees of the Blue Ocean Company Ltd. have many issues that interfere with their daily work. In your presentation describe some of the serious on job or off job conditions that need counseling **(10marks)**
- c) Explain the difference between the directive and cooperative types of Career counseling. **(6marks)**
- Q3. a) A career counselor in the work place must think and act strategically in order to give the employees the emotional, psychological, physical and even spiritual support they need in their work. Describe the four main strategies for a Career counselor. **(8marks)**
- b) The blue Ocean company now wants to recruit a career counselor to improve their employees Performance. Explain the qualities they need to look for as they interview the candidates. **(8marks)**
- Q4. a) State two advantages of Bandura's career theory (social cognitive theory) **(4 marks)**
- b) Name two advantages of Holland's career theory **(6marks)**
- c) Highlight the main components of a good curriculum vitae (CV) **(10marks)**

END