



KENYATTA UNIVERSITY

UNIVERSITY EXAMINATIONS 2020/2021

DIGITAL SCHOOL OF VIRTUAL AND OPEN LEARNING

SECOND TRIMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF ARTS

APS 215: PSYCHOLOGY OF GENDER

DATE: Friday, 21st May 2021

TIME: 8.00 a.m. - 10.00 a.m.

INSTRUCTIONS:

QUESTION ONE IS COMPULSORY. SECTION B ANSWER ANY TWO

SECTION A: 30 MARKS

1. (a) Differentiate between glass ceiling and glass escalator as forms of treatment discrimination with examples. (6 marks)
- (b) Using an example explain how gender schemas are formed. (6 marks)
- (c) Explain any **four** factors that influence gender typing. (8 marks)
- (d) Explain **three** reasons why women endure domestic violence. (6 marks)
- (e) State **four** factors that cause women to have limited access to resources. (4 marks)

SECTIONN B

2. *Faith* grew up in a household where domestic violence was part of the norm as she saw expressed by her parents. As an adult she has come to associate domestic violence as an acceptable norm and this is how to show love to one's partner. However lately she is concerned that her relationships do not last longer than two months. As a psychologist, she had come to you for help in working on changing her behavior. Discuss 5 strategies that may be applied in her case. (20 marks)
3. (a) Discuss two processes according to Madeline Heilman for women's difficulties when advancing their careers. (12 marks)
- (b) Explain four organizational conditions that allow the processes you mentioned in 3(a). (8 marks)

4. Discuss the psychoanalytic view of gender. (20 marks)
5. (a) Using examples discuss two ways in which masculine power is expressed negatively in our society. (8 marks)
- (b) Discuss Martina Horner's 'Fear of Success' and its influence on the achievement motive among men and women. (12 marks)

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APS 215: PSYCHOLOGY OF GENDER: DSVOL

Answer Question ONE and any other TWO

Question 1.

a) Differentiate between glass ceiling and escalator (6 Mks)

- ✓ Glass ceiling- form of treatment discrimination referring to barriers to the advancement of women and minorities in organization.
- ✓ Glass escalator- refers to the ability of men to be promoted quickly when take positions in traditionally female fields, eg nursing

b) *How gender schemas are formed. (6 marks)*

Explain that how a society perceives gender differences determines people's schemas about masculinity and femininity. In such, all tasks and behaviours will be perceived in gendered categories eg women and men will dress in gender specific ways and stick to gender restricted activities and occupations. Children also acquire gender schemas through reinforcement. Society also created gender distinctions as basis of taboos, group membership etc.

c) Four factors influencing gender typing. (8mks)

- ✓ *Parents*
- ✓ *Influence of other people*
- ✓ *Other features of the environment*
- ✓ *Media*
- ✓ *Story books*
- ✓ *Television*
- ✓ *Language*
- ✓ *Friendships*
- ✓ *School, career choices and achievement*

d) *Three reasons why women endure domestic violence. (6mks)*

- ✓ Economic reasons
- ✓ Gender differentials
- ✓ She still loves her husband
- ✓ Believes can stop violence
- ✓ Violence episodes are followed by a period of remorse and affection
- ✓ Promises of reforms and rededication
- ✓ Fear of husband due o threats
- ✓ 'old fashioned" families that don't tolerate separation
- ✓ Prolonged exposure to violence alters survivors cognitive

e) *Four factors that causes women have limited access to resources. (4mks)*

- ✓ Psychological and social issues
- ✓ Achievement motive
- ✓ Fear of success
- ✓ Self-confidence
- ✓ Power motive
- ✓ Access to resources

2) *Five strategies to Faith's case. (20mks)*

- ✓ Discuss and provide examples of what a healthy relationship entails and various ways can nurture her relationship
- ✓ Provide couple counselling with the partner to provide real life experiences on what is not working and healthy ways to express it.
- ✓ Attend to group counselling with partner so as to allow for feedback from other couples on the alternate ways that have helped them nurture their relationships
- ✓ Attend to anger management training to be better equipped in problem solving.
- ✓ Task the client to keep a journal to help track various ways to track her emotions and how manage them better.

3) Two processes according to Madeline Heilman for women difficulties advancing careers.

- ✓ Descriptive and prescriptive biases- stereotypically, masculine qualities are thought important qualifications for successful managers. Women seem to lack them-lack of fit
- ✓ Prescription based biased- even with qualification in jobs, women are perceived to require male qualities, she will be disliked for not behaving as a woman should be.

b) Four organizational conditions allowing the above process. (8mks)

- ✓ Ambiguity in selection criteria- vague criteria.
- ✓ Lack of structure in evaluation process
- ✓ Ambiguity about source of successful performance-acknowledging project success but not her competence.
- ✓ Ambiguity about the reasons for successful upward mobility- promotion believed to be due to affirmative action or other things but not competence.

4) Psychoanalytic view of gender according to Sigmud Freud. (20mks)

- ✓ Freud saw gender developing as a response to early interactions with caregivers. Argued that personality development especially gender development was influenced by the body and sexuality. Earliest physical and sensual handling of infant is the first ways a baby comes to know themselves in relation to another and this contributes to one's sense of self and gender. In the Five psychosexual stages, pleasurable feelings present in particular body zones are attributed to satisfaction of sexual instincts.

5) a. Discuss two ways masculine power expressed negatively. (8mks)

- ✓ Sexual harassment and assault- through sexual channels.
- ✓ Battering- using men's power to dominate relationship with intimate partner
- ✓ Obsession in societies' important structures and institutions eg legal system, political system, military.

b. Martina's fear of success and its influence on achievement motive. (12mks)

- ✓ Motivation to achieve is aroused in an individual depending on; strength of an individual's underlying achievement motivations. Probability of success and incentive or value of the reward for success. Hypothesized that, in case of women achievement in many areas considered inappropriate and unusual. Women feels achieving in that area compromises her femininity. women regarded as unfeminine despite prospect of positive consequences of self-respect and external recognition. Horner observed that successful career women seemed to feel a need to prove are also successful as "real women" as loving mothers, devoted wives and good housekeepers felt would be disapproval if their success eroded their "proper feminine role"-then tend develop a motive to avoid success.