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| RESEARCH REPORT - 2016 |

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| ARTICLES PUBLISHED IN ACCREDITED JOURNALS |
| **DU PREEZ R, PENTZ C, LATEGAN W. (2016).** Why students drink: A Study of drinking motives and expectancies. South African Journal of Higher Education, 30(2), 73-93.  **GöRGENS-EKERMANS G, STEYN MM.** (2016). Optimism, self-efficacy and meaningfulness: A structural model of subjective well-being at work. Management Dynamics: Journal of the South African Institute for Management Scientists / Bestuursdinamika. 25(4):34-51.  **THERON CC, SPANGENBERG HH. (2016).** An assessment of the structural invariance of the Performance Index structural model. Management Dynamics: Journal of the South African Institute for Management Scientists / Bestuursdinamika. 25(2):17-40.  **VAN’T WOUT MC, VAN DYK GAJ. (2016).** Factors influencing career maturity in the South African National Defence Force: A diagnostic approach. Journal of Psychology in Africa. 26(1): 29-34. |
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| PUBLISHED PROCEEDINGS INTERNATIONAL CONFERENCES |
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| **VERMAAK, C., GÖRGENS-EKERMANS, G. & NIEUWENHUIZEN, C. (2016).** Managing the effect of shift work and emotional labour on psychological well-being at work of geriatric care staff. In Hair, J., Krupka, Z., & Vlasic, G. (Eds.), Proceedings of the 7th Annual Global Business Conference (pp. 277-287). Zagreb, Croatia: Innovation Institute. |
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| PUBLISHED PROCEEDINGS NATIONAL CONFERENCES |
| No output in 2016 |
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| CHAPTERS IN BOOKS FOR THE SPECIALIST |
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| **JORDAAN B, CILLIE GG.** Building a Collaborative Workplace Culture: A South African Perspective. In: Elgoibar P, Euwema M, Munduate L (eds.) Building Trust and Constructive Conflict Management in Organizations, Springer, Switzerland, 2016: 151-168.  **KALAMDIEN D.** A psychological model to support military families during employment. In: Van Dyk GAJ (ed.). Military Psychology for Africa, Sun Media, South Africa, 2016: 289-310.  **MPHOFU R, VAN DYK GAJ.** Military Psychology for Africa, Sun Media, South Africa, 2016: 349-377. |
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| PAPERS READ AT INTERNATIONAL CONFERENCES |
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| **DU PREEZ R, PENTZ CD, LATEGAN BW,** The influence of wine attributes on the selection of wine among a cohort of South African Generation Y consumers. 7th Annual Global Business Conference, 28 September – 1 October 2016, Zagreb, Croatia.  **DU PREEZ R, PENTZ CD, LATEGAN BW.** Popping the Cork! A reflection on student drinking behaviour in South Africa.15th International Congress of the International Association on Public and Nonprofit Marketing, 4 – 2 June 2016, Cork, Ireland [best paper award].  **GÖRGENS-EKERMANS, G. & DU PREEZ, R.** Developing Emotional Intelligence as a key psychological resource reservoir for sustained student success. Poster presented at the International Consortium for Educational Development (ICED) Conference, Cape Town, 23 – 25 November 2016, South Africa.  **MARIRI T**. Corporate governance, safety culture and safety performance in the high-risk industry: a complex systems approach. 7th International Conference on Applied Human Factors and Ergonomics (AHFE), July 27 -31, 2016 Swan and Dolphin Hotel, Orlando, USA.  **VAN DER WESTHUIZEN N, BOONZAIER B**. Proactive personality and engagement: the role of job crafting and meaningful work in South African audit firms. 4th Wellbeing at Work (WAW) Conference, Amsterdam, 29 May – 1 June, 2016. |
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| PAPERS READ AT NATIONAL CONFERENCES |
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| **ADAMS S, DU PREEZ R.** What we learn with pleasure we never forget: Towards an understanding of student’s experiences with gamified activities as a resource for enhanced student engagement. International Consortium for Educational Development ICED 2016, 23-25 November, Cape Town.  **BARNARD M, DU PREEZ R, YOUNG G.** The implementation of a faculty ICT strategy: the role of policies, peoples and places. International Consortium for Educational Development ICED 2016, 23-25 November, Cape Town.  **BOOYSEN C., MATHUR-HELM, B., & MALAN, D.J.** Antecedents to the intention to quit amongst Generation Y IT professionals in software development organisations in South Africa. Paper presented at the 18th SIOPSA Annual Conference, CSIR Pretoria, July 2016.  **EKERMANS G, DU PREEZ R.** Developing emotional intelligence as a key psychological resource reservoir for sustained student success. International Consortium for Educational Development ICED 2016, 23-25 November, Cape Town.  **GÖRGENS-EKERMANS, G. & ROUX, C.** (2016). Modification, elaboration and empirical evaluation of the Beyer’s Emotional Intelligence and Transformational Leadership model. Paper presented at the 18th Annual SIOPSA Conference, 19 - 21 July 2016, Pretoria, RSA.  **GÖRGENS-EKERMANS, G. & SWART, K**. (2016). The development and empirical evaluation of a Client/Investor Risk Tolerance model. Paper presented at the 18th Annual SIOPSA Conference, 19 - 21 July 2016, Pretoria, RSA.  **GUSE JANSE VAN VUUREN, C, PENTZ, C. & DU PREEZ, R.** (2015). The influence of product knowledge, risk and involvement on wine purchase. 27th South African Institute of Marketing Science Conference SAIMS Conference, Cape Town, South Africa.  **MARIRI T, GRIESSEL R**. Towards the development of a human factors - safety behaviour structural model. 12th Conference of the Ergonomics Society of South Africa, Cape Town, South Africa, 29-30 August 2016.  **MARIRI T**. Corporate governance, safety culture and safety behaviour: towards an explanation of the impact of leadership on safety performance in high-risk industries. 12th Conference of the Ergonomics Society of South Africa, Cape Town, South Africa, 29-30 August 2016: 20  **ROOTMAN LE-GRANGE I, BARNARD M, ADAMS S**. The ethics of gamification: Playing games with students. Scholarship of Teaching and Learning Conference 9th Annual Conference 2016, 24 – 26 October, Stellenbosch.  **ROOTMAN LE-GRANGE I, BARNARD M, ADAMS S**. The ethics of gamification: Playing games with students. International Consortium for Educational Development ICED 2016, 23-25 November, Cape Town  **VAN ASWEGEN SL, DU PREEZ R.** Toward the holistic development of high achieving undergraduate students. International Consortium for Educational Development ICED 2016, 23-25 November, Cape Town.  **VAN ASWEGEN SL, DU PREEZ R.** Top undergraduate achievers: How do we support them holistically? Scholarship of Teaching and Learning Conference SOTL, 25 – 26 October, Stellenbosch.  **VAN DER WESTHUIZEN, N., MALAN, D.J. & BOONZAIER, B.** Variance in employee engagement among public school teachers in South Africa: An exploratory study. Paper presented at the 18th SIOPSA Annual Conference, CSIR Pretoria, July 2016.  **VAN DER WESTHUIZEN N, MALAN DJ, BOONZAIER B.** Echoing the voices of in-service teachers: Reflection on teacher readiness after initial teacher education. Education Students’ Regional Research Conference (ESRRC). University of Cape Town’s School of Education, Cape Town, 2 September - 3 September 2016.  **VAN DER WESTHUIZEN N, MALAN DJ, BOONZAIER B**. Job demands and resources as antecedents of employee engagement: A study among public school teachers in the Cape Winelands Education District. Education Students’ Regional Research Conference (ESRRC). University of Cape Town’s School of Education, Cape Town, 2 September - 3 September 2016.  **VISSER M**. Transition from School to University: The importance of Mentorship. Youth Mentorship Symposium. Stellenbosch, 7 April 2016. |
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| MASTER’S THESES COMPLETED |
| **BASSON, L.** Job calling: testing the effects on engagement and health in the South African Police Service. M.Com (Industrial Psychology), 2016. 148pp. Study leader: Dr B Boonzaier.  **BOSHOFF W**. Board member success: the development of a competency model. M.Com (Industrial Psychology), 2016. 120pp. Supervisor: Mr F van der Bank, Co-supervisor Prof D Malan.  **BOTES, E**. The development of a mentor competency questionnaire for a Rachel’s Angels youth mentor. M Com (Industrial Psychology), March 2016, 213pp. Supervisor: Ms. M Visser  **DEACON, G**. Exploring the construct validity of the social desirability Scale of the South African Personality Inventory. M Com (Industrial Psychology), 2016, 170pp. Supervisor: Prof D Meiring,  **FOURIE, M.** The development of a South African medical practitioner competency questionnaire. M Com. (Industrial Psychology), March 206, 233pp. Supervisor: Ms. M Visser; Co-Supervisor: Prof. CC Theron.  **MEIRING, W**. Development and empirical testing of a theoretical model explaining medical students’ intention to practice in urban or rural South Africa. M Com (Industrial Psychology), Dec 2016, 183pp. Supervisor: Ms. M Visser; Co-Supervisor: Prof. CC Theron.  **ROUX, C.** Modification, elaboration and empirical evaluation of the Beyers’ emotional intelligence and transformational leadership model. M Com (HRM), 2015, 162pp. Supervisor: Prof G Görgens.  **SWART, K.** The development and empirical evaluation of a Client/Investor Risk-Tolerance model. M Com (Industrial Psychology), 2016. 290pp. Supervisor: Prof G Görgens.  **VAN DER MERWE, B**. Salient predictors of intention to quit among sales employees within the South African financial services industry. M.Com (Industrial Psychology), 2016. 199pp. Supervisor: Prof DJ Malan.  **VAN WYK, N.** The role of psychological capital in protecting the psychological well-being of individuals working in call centres. M Com (Industrial Psychology), 2016, 189pp. Supervisor: dr W Myburgh.  **VERMAAK, C.** The development and empirical evaluation of a psychological well-being at work structural model for geriatric care staff. M Com (Industrial Psychology), 2016. 165pp. Supervisor: Prof G Görgens. |
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| INTERNSHIP SUPERVISION COMPLETED |
| **BEZUIDENHOUT, C** (PS 0132853). Industrial Psychologist Internship. Place of internship: Foundation fo Professional Development. Monitoring Psychologist: Francois van der Bank.  **BOERS, M** (PSIN 0137707) Industrial Psychologist Internship: Place of internship: Spear Consulting, Mazaars, Pepcor and City of Cape Town. Monitoring Psychologist: Lisa Bailey (2015).  **BRINK, E** (PSIN 0137650) Industrial Psychologist Internship. Saville Consulting. Monitoring psychologist: Marietha De Wet.  **DE VILLIERS, C** (PSIN 0138126). Industrial Psychologist Internship. Place of internship: Shoprite-Checkers. Monitoring Psychologist: Francois van der Bank.  **DEACON G.** (PSIN 0113590). Industrial Psychologist Internship. Place of Internship: Metropolitan Health Corporate (Pty) Ltd. Monitoring psychologist: Billy Boonzaier.  **DEHRMANN, L** (PSIN 0128147). Talent-line Consulting. Monitoring psychologist: Michelle Visser.  **DELPORT, M** (PS S 0121428) Industrial Psychologist Internship: Place of internship: Clicks Group Monitoring Psychologist: Lisa Bailey (2015).  **DU TOIT, D** (PSS 0122335) Industrial Psychologist Internship: Place of internship: British American Tabaco (2014) Monitoring Psychologist: Lisa Bailey.  **DU TOIT, M** (PSIN 0139084) Industrial Psychologist Internship. SA Power (Pty) Ltd. Monitoring psychologist: Marietha De Wet.  **JANSE VAN VUUREN, J** (PSIN 0128147). US HR and Sanlam. Monitoring psychologist: Michelle Visser.  **JANSEN VAN RENSBURG, J** (PSIN 0134082)Industrial Psychologist Internship. Haw & Inglis Civil Engineering. Monitoring psychologist: Marietha De Wet.  **LANGENHOVEN A**. (PSIN 0137960). Industrial Psychologist Internship. Place of Internship: JCS Human Dynamics. Monitoring psychologist: Billy Boonzaier.  **MARIRI, T** (PSS 0110116). US HR and Sanlam. Monitoring psychologist: Michelle Visser.  **VAN DEVENTER M.** (PSIN 0137979). Industrial Psychologist Internship. Place of Internship: JCS Human Dynamics. Monitoring psychologist: Billy Boonzaier.  **WILBERS. L** (PSIN 0138177). Industrial Psychologist Internship. Place of internship: Work Dynamics. Monitoring Psychologist: Francois van der Bank. |
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| COMMUNITY PROJECTS COMPLETED |
| **DE WET M.** Vocational Guidance for Secondary learners. Cloetesville High School, Stellenbosch.  **DE WET M**. Vocational Guidance for Secondary learners. Thornton SOS Village, Cape Town  **DE WET M.** Vocational Guidance for Secondary learners. School of Hope, Cape Town.  **VISSER M.** Development of a leadership skills course and an emotional intelligence course for fourth year medical students. Presentation of course to 300 students in August as part of the “Doctor as change agent in communities’ module”. Faculty of Health Medicine and Health Sciences, Stellenbosch University.  **VISSER M.** Assistance with the organizational development project called the graduate attribute model for medical practitioners and associates. Faculty of Health Medicine and Health Sciences, Stellenbosch University. |