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INDUSTRIAL PSYCHOLOGY NEWSLETTER
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Die tyd het aangebreek vir die eerste nuusbrief van 2008!

Conferences

Prof. Johan Malan het vanaf 14-17 Julie 2008 die "2nd International Conference on Psychology" in Athene, Griekeland bygewoon waar hy 'n referaat getiteld: *"An Arterial Model of Innovation: Opportunities for Skills Development"* gelewer het.

Ms Gina Ekermans attended the 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP) that took place in Bremen, Germany, from 27-31 July 2008. She presented a paper titled: *"Generalizability of Emotional Intelligence: CFA measurement invariance in Australia, New-Zealand, USA, Italy, South Africa, and Sri-Lanka"* as part of a symposium on *"Values and emotions research in South Africa"*.

'n Verdere referaat van me Gina Ekermans, getiteld: "C*ross-cultural validation of EI"* is deur 'n Kanadese kollega en medewerker by die "2008 Annual Convention of the Canadian Psychological Association" gelewer, wat vanaf 12-14 Junie 2008 te Halifax, Nova Scotia, Kanada plaasgevind het.

Gedurende Januarie 2008, het me Ekermans twee referate oor 'n kruis-kulturele perspektief op Emosionele Intelligensie, by die Wes-Kaap- en Johannesburg SIOPSA streekstak-byeenkomste, saam met prof Johanny Fontaine van België, gelewer.

Dr Zani Dannhauser presented a paper, titeld: "*Servant leadership: Research insights and suggestions*" at the "28th Annual Assessment Centre Study Group Conference (ACSG)" which took place from 12-14 March 2008 at Stellenbosch.

Dr Dannhauser het ook bogenoemde referaat by die "4th European Conference on Positive Psychology" kongres wat gedurende Julie 2008 in Opatija, Kroasië plaasgevind het, gelewer.

On the 16th of July, a conference poster of Mr T.J. Dhladhla and Mr Francois de Kock was presented at the 6th Conference of the International Test Commission, held in Liverpool, England. The title of their research was *"Psychometric properties of the General Health Questionnaire (GHQ-28) in three African countries"*.

Publications

'n Artikel deur mnr Gawie Cillié en prof Johan Augustyn getiteld: *"Theory and Practice in Industrial Psychology": Quo Vadis?"* het in die SA Tydskrif vir Bedryfsielkunde verskyn.

Dr Deon Meiring was the co-auther of an article which was published in the SA Journal of Industrial Psychology. The particulars of this article are: Barnard, A., Rothmann, S., & Meiring, D., (2008). *The cross-cultural application of the social axioms survey in the South African Police Service*. SA Journal of Industrial Psychology.

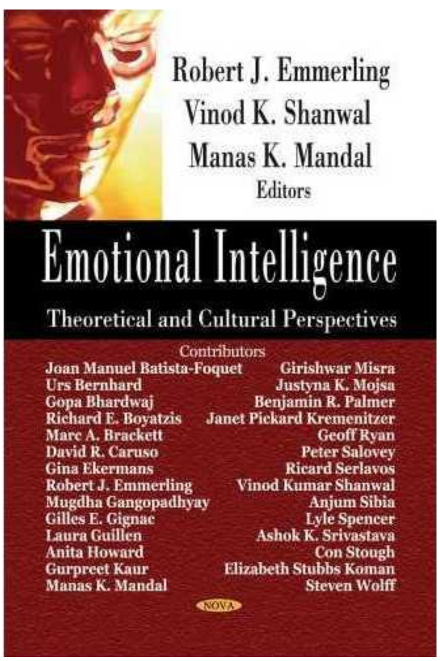
Prof Meiring het ook 'n bydrae tot een hoofstuk in 'n boek wat onlangs gepubliseer is, gelewer. Die besonderhede hiervan is: *Assessment Centres in South Africa*. In Schlebusch, S &

Roodt, G. (2008). *Assessment Centres: Unlocking potential for growth*. Johannesburg: KnowRes Publishing.

'n Voormalige kollega, dr Anton Schlechter en me Anneke Strauss ('n oudstudent), se artikel getiteld: "*Leadership, trust and team commitment: Testing a model within a team",* het in die SA Tydskrif vir Bedryfsielkunde verskyn.

Two articles by proff Ronel du Preez and Visser was accepted for publication in the European Advances in Consumer Behaviour. The articles were titled: (a) *Lifestyle, shopping orientation, patronage behaviour and shopping mall behaviour – A study of South African male apparel consumers;* and (b) *Scale development: Importance of apparel store image dimensions.*

Me Gina Ekermans het 'n bydrae tot een hoofstuk in 'n boek wat onlangs gepubliseer is, gelewer. Die besonderhede hiervan is: Emmerling, R.J., Shanwall, V.K. & Mandal, M.K. (Eds) (2008). *"Emotional Intelligence: Theoretical and Cultural Perspectives*.

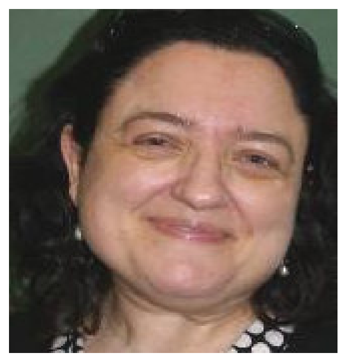


Academic visits

- Prof Johnny Fontaine van die Universiteit van Gent het die Departement gedurende Januarie 2008 besoek waartydens hy 'n colloquium aangebied het met die titel: "*The five promises of the componential emotion approach".* Prof Fontaine is 'n deskundige op die gebied van kultuur en emosies.

Prof Johnny Fontaine

- Prof Deniz Ones and her associate, Stephan Dilchert, from the University of Minnesota, visited our Department during February and March 2008. A very successful presentation by prof Ones with the title *"Predicting Counterproductive Work Behaviours"* was co-hosted by the department and the Western Cape branch of SIOPSA on the 11th of March 2008.



Prof Deniz Ones

Mr Dilchert, who is a doctoral candidate, spent two weeks at the Department during which period he presented two work sessions to postgraduate students on: *"Enhancing your research capacity"* and *"Personality assessment in the prediction of work performance".*

Stephan Dilchert

Organisasies wat ons ondersteun

- Me Gwendolene Geldenhuys van SHL, het op 20 Februarie 2008, 'n kurrikulumverwante aanbieding vir ons nagraadse studente kom lewer. Op 9 April 2008, het sy ook 'n demonstrasie van Internet- en rekenaargebaseerde toetsing kom lewer. Ons opregte dank aan haar en SHL!

- Mnr Werner Barkhuizen van Saville Wave Consulting het op 22 April 2008 'n aanbieding vir studente, oor die "Saville Wave" kom lewer. Hierdie aanbieding is deur die IPS gereël. Die aanbieding is afgesluit met die bediening van verversings. Ons dank aan Mnr Barkhuizen.

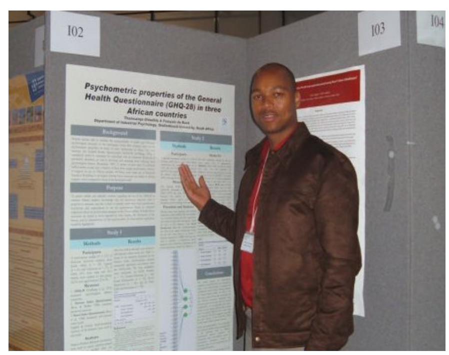
STUDENTE

- Mr Charles Kgosana, a masters student, attended the SIOP Congress in the USA on invitation of SIOPSA. According to Charles the impetus behind any country's economy development, apart from its natural resources, is its people. People make the difference between success and failure. Organisations need to fully unleash and explore the value inherent to their human resources. "Participating in the SIOP conference gave me an opportunity to see what other Industrial psychologists do and the link between the academic and business components of the field. The presentations from leaders of Psychology, served to illustrate the relevance of the field in the business world". The photo (below) shows Charles with dr Fred Guest (President of SIOPSA) and prof Lois Tetrick (President of SIOP).

- Sertifikate is tydens 'n onlangse geselligheid by die Departement aan die beste Magister- (mnr Johan de Goede) en honneursstudente (me Jenna Kamps) van 2007 oorhandig. Ons gelukwensinge aan hulle!

Johan de Goede en Jenna Kamps

- One of our master students, mr Thami Dhladhla was invited and sponsored by the International Test Commission (ITC) to attend the *"International Test Commission (ITC) Liverpool Conference"* where he also presented a paper. The photo (below) was taken in front of his presentation in Liverpool.



Thami Dhladhla

- Verskeie van ons alumni het onlangs die Raadseksamens suksesvol afgelê. Hulle is mnr Francois van der Bank, en mee Karina van Rooyen, Suzette Ragadu en Birgit Westerman-Winter. Ons gelukwensinge aan hulle en dank aan hul toesighoudende sielkundiges!

- Die huidige honneursstudente van die Departement, het onlangs 'n t-hemp vir hulself en personeel, met

hulle logo daarop, laat ontwerp. Op die foto (onder) staan proff Johan Malan en Callie Theron – wat so pas hulle t-hemde in ontvangs geneem het – besig om te konkel met 'n vraestel.

Bedryfsielkunde Mafia?

'n Groot aantal studente het gedurende die Desember 2007/Maart 2008 gradeplegtighede hul **MAGISTERGRADE** ontvang. Weereens – ons gelukwensinge aan hierdie studente! Die besonderhede hiervan is as volg:

BESTER, MPC. *Perspektiewe aangaande die problematiek van werkverskaffing aan tersiêr-gekwalifiseerde persone met gestremdhede in Suid-Afrika*. MA (Bedryfsielkunde), Studieleier: Prof JCD Augustyn.

DE GOEDE, JM. *An investigation into the internal structure of the learning potential construct as measured by the APIL-B*. MComm (Bedryfsielkunde) (**cum laude**), Studieleier: Prof CC Theron.

FURNELL, B. *Exploring the relationship between burnout, emotional labour and emotional intelligence: A study on call centre representatives*. MComm (Bedryfsielkunde) (**cum laude**) Studieleier, Me G Ekermans.

LLOYD, G. *An exploratory study of the psychological profile of a civil-military coordination officer as a selection tool for training*. MComm (Bedryfsielkunde) Studieleier; Dr GAJ van Dyk.

OEHLEY, AM. *The development and evaluation of a partial talent management competency model*. MA (**cum laude**), Studieleier: Prof CC Theron.

RAGADU, S. *Transformation in higher education: Perceptions of female academics at a distance education institution of higher education*. MComm (Bedryfsielkunde), Studieleier: Mnr GG Cillié

ROUX, LC. *Die lewenstyltipering van 'n impulsiewe studente-aankoper.* M.Comm (Bedryfsielkunde), Studieleier: Dr. Z. Dannhauser.

SIEW, E. *Womanism: Empowerment of the other*. M.Comm (**cum laude**) Studieleier: Prof. M.K. du Toit.

SWART, L. *An audit of online recruitment A South African perspective*. MA (Bedryfsielkunde), Studieleier: Me G Ekermans.

VAN DER BANK, F. *The development and validation of a partial competency model for branch managers in the clothing retail industry*. MComm (Bedryfsielkunde), Studieleier: Prof CC Theron.

VAN DER VYVER, J. *The importance of store image dimensions in apparel retail: Customer and management perceptions*. MComm (Bedryfsielkunde), Studieleier: Prof R du Preez

VAN NIEKERK, R. *'n Psigobiografiese ontleding van Christiaan Neethling Barnard se Loopboonontwikkeling*. MA (Bedryfsielkunde), Studieleier: Dr HD Vos.

VAN STADEN, M. *The relationship between servant leadership, emotional intelligence, trust in the immediate supervisor and meaning in life: An exploratory study*. MA (Menslike Hulpbronbestuur), Studieleier: Dr. Z. Dannhauser.

Dr Janse van Noordwyk successfully completed her **DOCTORAL** studies, entitled: "*The development of a scale for the measurement of the perceived importance of the dimensions of apparel store image*". Prof Ronel du Preez was the promotor, and the associate promotor was prof E.M. Visser.

PERSONEELSAKE

Prof Ronel du Preez is verkies tot onderwerp mede-redakteur van die SA Tydskrif vir Bedryfsielkunde.

Me Marietha De Wet-Gerber (voorheen verbonde aan die SA Polisiediens) is vanaf Januarie 2008 by die departement aangestel as lektor.

Mnr Francois de Kock het nou amptelik met sy PhD-studie as promovendus by die Erasmus Universiteit van Rotterdam in

Nederland, begin. Sy promotor is prof Marise Born, en sy tweede promotor is prof Filip Lievens van die Universiteit Gent, België. Die oorkoepelende tema van die beplande vier afsonderlike studies vir die graad is as volg: "*Individual differences in the Accuracy of Interpersonal Judgement in Personnel Selection".*

Prof Elize Kotze (foto onder), voorheen verbonde aan die Departement Bedryfsielkunde by die Militêre Akademie te Saldanha, is op 20 Junie 2008, na ‘n lang siekbed oorlede.

Ms Amanda Terblanche were chosen to represent the Boland Veteran Tennis team at the SA National Tennis Championships which took place in Bloemfontein during May 2008.

Ms Pamela Fortune sucsessfully compleded the first part of a certificate course of the "*National Certificate in Business Administration.* She is currently enrolled for the second part of this course.

Ms Fortune (6th from the left) with her certificate

News snippets!

- This semester we again had the privilege to use the services of two part-time lecturers: Dr Willem de Villiers and prof Krynauw du Toit,. Thank you for your valuable contributions.
- Die departement se rekenaarlokaal is nou ten volle ingerig om deur ons nagraadse studente gebruik te word. Nogmaals, ons dank aan FHARGA vir die skenking wat hierdie projek moontlik gemaak het!
- Die Bedryfsielkundegebou het die afgelope tydperk heelwat verandering ondergaan en ‘n hele aantal nuwe kantoorruimtes is geskep.
- Me Gina Ekermans het ‘n bydrae tot ‘n artikel wat in die Julie 2008 uitgawe van die *"Lig Christen"* oor die uitwerking van nagskofwerk verskyn het, gelewer.
- Congratulations to one of our new staff members, Francois de Kock and his wife Sulene, with the birth of their son, Dieter!
- Onderwys is al geïdentifiseer as 'n baie stresvolle beroep. As deel van die Emosionele Intelligensie (EI) navorsings-insiatief by die departement, het Mej Gina Ekermans in Oktober 2007 'n samewerkende navorsingsprogram (SNP) voorstel saam met Prof Estelle Swart (voorsitter: Opvoedkundige Sielkunde) geskryf, vir die implementering en evaluering van 'n Emosionele Intelligensie-ontwikkelingsintervensie vir onderwysers in 'n laerskool. Die US het R100 000 vir die projek bewillig. Die program is gebaseer op die Swinburne EI model, en is deel van 'n groter samewerkingsooreenkoms tussen die US en navorsers aan Swinburne Universiteit in Melbourne, Australië, sowel as navorsers by Calgary Universiteit in Kanada. Soortgelyke intervensies is oorsee geïmplementeer sodat 'n vergelykende studie gedoen kan word. Die program het ten doel om EI vaardighede in onderwysers te ontwikkel ten einde hulle stress hanteringsvaardighede te verbeter. Die vyf weke program word tans in 'n skool in die Kuilsrivier distrik geïmplementeer.
- As ‘n deel van me Ekermans se NRF Thuthuka-toekenning, is drie toekenninghouer-gekoppelde beurse aan huidige magisterstudente toegeken. Die studente, Clayton Donneley, Jana Burger en Sikilelwa Ntabankulu, werk almal op Emosionele Intelligensie-verwante projekte wat die volhoubaarheid en relevansie van die navorsingsinisiatief by die Departement onderskryf.
- ‘n Artikel oor *Kreatiwiteit*, waarvan prof Deon Meiring ‘n mede-outeur was, het gedurende Maart 2008 in die "Sarie" verskyn. Prof Meiring was ook op 1 April 2008 saam met prof Gert Roodt betrokke by ‘n onderhoud op

Radio Sonder Grense (RSG) wat deur Freek Robinson oor *Takseersentrums* met hulle gevoer is.

Not all work – some play!

- All the owners of "crocs" in the Department, recently decided to have a "crocs day"! Prof Malan created his own version – with "crocs" written on yello stickers!
- Die departement ontvang graag voorleggings van persone wat oor minstens 'n meestersgraad beskik en belangstel om oorweeg te word as deeltydse dosente in die voorgraadse of nagraadse onderrigprogram. 'n Curriculum vitae met 'n kort uiteensetting van doseerbelangstellings behoort genoegsaam te wees.
- We have a pressing need for registered Industrial Psychologists (HPCSA) who are willing to act as supervising psychologists for our interns. We are looking for supervisors for our industrial psychology interns (12 months), as well as our psychometric interns (6 months). Even if you are only available to provide supervision for a specific component of the internship, we would like to hear from you.
- Students and practitioners interested in CPD points should visit CPD Well. Go directly to: http://www.unistel.co.za/cpdwell/index.html

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