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Dit is alweer tyd vir die tweede nuusbrief van 2007!

Conferences

Prof. Amos Engelbrecht, ss Karina van Rooyen and mr Francois de Kock attended the 10th Annual Society for Industrial & Organisational Psychology of South Africa (SIOPSA) conference in Pretoria during June. Prof Engelbrecht and ms van Rooyen presented a paper on *"The role of performance management in the enhancement of desired employee outcomes."* Mr de Kock presented two papers entitled: (a) *"The Role of the I/O Psychologist in building peace in Africa"*; and (b) *"The validation of a selection battery for pilots of the South African Air Force (SAAF)"*.

Proff Ronel du Preez and Bessie Visser attended the "European Conference of the Association for Consumer Research", hosted by the Bocconi University of Milan, Italy. They delivered two papers, entitled: (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."* They also visited the University of Leuven.

Ms Gina Ekermans attended the 13th Biennial Meeting of the International Study of Individual Differences in Giessen, Germany, where she presented a paper entitled: *"Exploring*

the measurement invariance of a self-report Emotional Intelligence measure: data from various cross-national samples."

Symposium attended

Prof Callie Theron and mr Francois de Kock attended the Symposium on "Fair Assessment in Organisations", presented by People Assessment in Industry (PAI), an interest group of SIOPSA, which took place on 19 October 2007 in Pretoria. Prof Theron presented a paper titled: *"In Search of Selection Fairness and Minimum Adverse Impact"*.

Academic visits

❖ Dr Zani Dannhauser was invited by Regent University's Global School of Leadership & Entrepreneurship (GSLE) as a visiting researcher – working and developing several research projects with Regent's GSLE. During the USA Summer Semester of 2007 (June to September) dr. Dannhauser was on Regent's Virginia Beach Campus to collaborate and build relationships with GSLE professors for current and future research projects

Dr Dannhauser's research focus is on servant leadership, which coincides with the academic focus of GSLE. Dr Dannhauser collaborated with the Regent staff in hosting the Values-based Leadership Conference in 2006 at the USB. Since then, dr Dannhauser has also presented papers at Regent's Servant Leadership Research Roundtable, which is hosted annually by prof Kathleen Patterson and the GSLE in Virginia Beach. Dr Dannhauser presented a paper titled *"From Noble to Global: The Attributes of Global Leadership"* – which served to open the door to servant leadership in a global

context. She also presented an individual paper, titled "Can the Positive Impact of Servant Leaders be Associated with Behaviors Paralleling Follower Success?" Both papers are available online as part of the Servant Leadership Research Roundtable 2007 Conference Proceedings at <http://www.regent.edu/acad/global/conferences/servant/home.shtml>.

Additional projects being developed by dr Dannhauser and her GSLE colleagues are an annual tri-nation servant leadership conference between the U.S., Europe and South Africa; cross- and multi-cultural, comparative and global research to examine the levels of portability of measuring instruments across different cultures and countries, and the structural equivalence of research constructs such as servant leadership, cultural differences and/or similarities, and a co-authored textbook on servant leadership.

While dr Dannhauser and her GsLE colleagues are in the beginning stages of numerous research projects and are meeting with several corporations, they hope to continue to build the bridge between the U.S. and South Africa for a long-term relationship that will greatly benefit the academic community and provide solid research in the areas of global and servant leadership.

- ❖ Ms Gina Ekermans spent 5 months from February to June in Melbourne, Australia, doing research at the Brain Sciences Institute (BSI) of Swinburne University of Technology. Ms Ekermans holds a PhD candidature and scholarship from Swinburne and also obtained an NRF Knowledge Interchange and Collaboration (KIC) grant, as well as the Oppenheimer Memorial Trust bursary, to enable the extended research visit abroad. The purpose of this visit was to complete her dissertation, as well as to write several journal articles related to her PhD work. In addition, various research projects in collaboration with researchers at the institute were agreed upon (e.g. on-going cross-cultural research, EI development in schools).

Ms Ekermans' work focuses on various cross-cultural aspects of the Emotional Intelligence construct. The collaboration with Australian and Canadian co-workers has resulted in access to various multi-national databases on prominent EI measures on the basis of which the cross-cultural measurement equivalence has been investigated. To date, this has resulted in the

presentation of conference papers at two International EI symposiums, hosted by Swinburne, as well as a co-authored chapter in the Nova Science publication, *Emotional Intelligence: Theoretical and Cultural Perspectives* (in press).

- ❖ Prof Shalom Schwartz from the University of Jerusalem, visited the department on the 11th of June. He presented a guest lecture on cross-cultural research on personal values. The department invited interested guests from the private sector, academic colleagues from our own campus and other institutions in the Western Cape, as well as postgraduate students to attend this lecture.
- ❖ Prof Johnny Fontaine of the University of Gent will visit the Department during January 2008.
- ❖ We are also looking forward to a visit by prof Deniz Ones and her associate, Stephan Dilchert, during February and March 2008. A presentation by prof Ones will be co-hosted by the department and the Western Cape branch of SIOPSA.

Companies assisting us

- ❖ SHL het laat blyk dat hulle belangstel om ondersteuning aan die Departement te bied. Benewens navorsings-ondersteuning is hulle bereid om werksinkels as deel van die nagraadse program aan te bied. Hiervoor – ons opregte dank!
- ❖ We have received a similar reaction from Psymetric who is also interested in supporting the department with workshop presentations and supervision of internships.
- ❖ We would like to thank all those companies who are currently supporting us by offering internships to our budding industrial psychologists and those who have decided to support us with internships for psychometrists
- ❖ Thank you to Jopie van Rooyen & Partners (Cape Town branch), for hosting a visit of the full-time honours-students, during which they were exposed to the world of personnel selection and assessment in industry.
- ❖ Dankie aan mnr Johan van Zyl (Groepsbestuurder: Dienste, Shoprite Checkers) wat die tyd kon afstaan om 'n gaslesing oor vergoedingsbestuur aan ons honneursstudente te lewer.

STUDENTE

- ❖ Me Richelle Burger is aangewys as nuwe voorsitter van die IPS (studentevereniging) vir 2008. Baie geluk aan haar!
- ❖ Drie van ons Meesterstudente wat in Desember gradueer, het hul grade *Cum Laude* verwerf:
 - a) Me Elana Siew: MComm (Bedryfsielkunde). Die titel van haar tesis is: "*Womanism: Empowerment of the other*". Hierdie is 'n kwalitatiewe studie wat gebaseer is op in-diepte onderhoude met vroue wat sukses behaal het in die tradisionele manlike beroepswêreld. Die inhoud van die tesis sal hopelik as motivering vir jong mense van beide geslagte dien om nie deur eng kulturele stereotipes aan bande gelê te word nie. Haar studieleier was Prof Krynaau du Toit.
 - b) Mnr Johan de Goede: MComm (Bedryfsielkunde). Die titel van sy tesis is: "*An investigation into the Internal Structure of the Learning Potential Construct as Measured by the Apil-B*". Hierdie studie ondersoek die interne struktuur van die leerpotensiaalkonstruksos gemeet deur die APIL. Sy studieleier was Prof Callie Theron.
 - c) Me AM Oehley: MA (Bedryfsielkunde). Die titel van haar tesis was: "*The Development and Evaluation of a Partial Talent Management Competency Model*". Hierdie studie ontwikkel 'n talentsbestuursbevoegdheidsmodel vir bestuursders in die telekommunikasiebedryf. Haar studieleier was Prof Callie Theron. Baie geluk aan hulle en hul studieleiers!

NOT HEARERS ONLY, BUT DOERS

The honours students of the Department embarked on a very exciting venture culminating in numerous testimonies of personal development by class and community members.

Students divided into groups and conducted a needs analysis in a local community organisation as part of the requirements for the Training and Development module. Each group then devised a training course for presentation at the various contact points. These training courses were firstly presented and fine-tuned in the department as a learning exercise. Empowered with the necessary skills and

confidence, the facilitators descended upon the community with purpose and enthusiasm.

The following sites were visited by the respective groups and the corresponding topic of the workshop is indicated:

1. Paarl Girls High: Handling of conflict
2. The Valley Christian Fellowship: Creative problem solving
3. Bloemhof Girls High: Goals and career planning
4. Hex Valley High, De Doorns: Leadership development
5. Trinity Methodist Church: Resolving conflict

Ms. Lezane Takacs of Bloemhof Girls High had the following to say about the presenters and the workshop: "An excellent presentation with interesting, practical information. We enjoyed the atmosphere created and the speakers were friendly, relaxed and well prepared." Ms. Marlene Groenewald of Paarl Girls High made special mention of the professional curriculum booklet presented to the learners and reflected on the workshop as follows: "Excellent preparation by the presenters, they knew exactly what they wanted to do..." Ms. Wiid of Hex Valley High in De Doorns rated the activities presented to learners as "outstanding" and regards the workshop as valuable in meeting the needs of the leadership group of the school.

According to Sylcke Lúbeck "The kids were so enthusiastic about what we did that they asked us to come again." Jacomine Kielblock, another presenter, had this to say about her experience: "Presenting a workshop in the community taught me more than I expected. Textbooks just cannot teach you experience. Above all, it was fun!" Trudie Burger commented that "This whole experience definitely boosted my confidence and improved my presentation skills." Dr. Billy Boonzaier



Leeders aan die werk!



Die IPS-bal het in 'n baie gesellige luim plaasgevind! Op die foto (links) poseer die huidige voorsitter, mnr Clifford Lewis (voor) saam met ander lede van die vereniging.

PERSONEELSAKE



Prof Johan Malan (foto, bo) het op 1 Januarie 2007 by die Departement aangesluit nadat hy vir meer as agt jaar by twee verskillende fakulteite as dekaan diens gedoen het. Volgens hom word die taak van departementele voorsitter in die huidige tydsgewrig gekompliseer deur die gelyktydige fokus op die koste-effektiwiteit van die departement as organisatoriese eenheid, asook die strewe na die universitêre ideaal van akademiese uitnemendheid. Teen hierdie agtergrond het die Departement besluit om die klem te laat val op 'n verhoging in die deurvloei van meesters- en doktorale studente; 'n toename in die publikasie-uitsette van die Departement, asook 'n voortgesette fokus op die kwaliteit van die departement se onderrig aanbod.

Malan admits that he is fascinated by the notion of knowledge societies and the redefinition of the departmental structure as a virtual organisational structure which includes alumni, other co-workers and stakeholders. He intends exploring the possibilities associated with these concepts. The increased

quality and relevance of the academic programmes and the research performed in the department, as well as the increased involvement of other stakeholders in die academic business of the department, are some of the outcomes associated with these focal themes. Apart from these considerations, he believes that a modern academic department should be able to read the strategic environment that surrounds it and respond appropriately to it..

In August Dr. Zani Dannhauser officially obtained her registration with the SABPP as Master HR Practitioner



Dr Deon Meiring (foto, bo), tans verbonde aan SA Polisie diens, is by die Departement aangestel as Buitengewone Medeprofessor. Prof Meiring (soos hy nou bekend sal staan) is 'n bestuurslid van SIOPSA en bekend vir sy ywer om nasionale en internasionale akademiese netwerke op te bou.

News snippets!

- ❖ This semester we again had the privilege to use the services of a number of part-time lecturers: Dr Willem de Villiers; prof Krynauw du Toit, prof HT Gous, dr Henry

Vos, prof André Roux, mr Graham Giles and ms Amelia Burger. Thank you for your valuable contributions.

- ❖ Die departement is in die proses om 'n rekenaarlokaal in te rig wat deur ons nagraadse studente gebruik kan word. Rekenaars is vanaf FHARGA ontvang, en die blindings vir die lokaal was 'n skenking vanaf die IPS. Baie dankie aan hulle onderskeidelik!

- ❖ Prof. Naas Raubenheimer, voorheen verbonde aan ons Departement, en tans verbonde aan die Universiteit van Johannesburg, het 'n versameling boeke, vaktydskrifte ens. – bekend as die “Raubenheimer-versameling” – aan die Universiteit geskenk. Hierdie versameling sal in die Gericke-biblioteek gehuisves word waar dit tot die studente se beskikking sal wees. Baie dankie aan prof Raubenheimer!
- ❖ Congratulations to one of our new staff members, Francois de Kock and his wife Sulene, who are expecting their first child!
- ❖ Een van ons oud-studente, Anecia Robyn, is vanaf Desember 2007 by die Universiteit van Stellenbosch aangestel as 'n Junior Menslike Hulpbronpraktisyn. Baie geluk aan haar!
- ❖ Congratulations to Anja van Aswegen (Shepps), an alumnus of the department, who has been elected as Chair of the Werstern Cape branch of the Society of Industrial and Organisational Psychology of South Africa (SIOPSA). Anja joined SHL as a senior consultant in 2007.
- ❖ Twee van die department se kollegas, me Gina Ekermans en dr Zani Dannhauser, het bydraes gelewer tot twee artikels wat in die welbekende, populêre nasionale vrouetydskrif, “Die Sarie”, gepubliseer is. Me Ekermans het insetsels gelewer in 'n artikel genaamd, “*Terug werk toe, jy kán!*” wat in Maart 2007 op die rakke verskyn het. Dr Dannhauser se bydraes tot die artikel, “*Raak weer verlief op jou werk*”, het in die Augustus 2007 uitgawe van “Die Sarie” verskyn.
- ❖ Prof Ronel du Preez het vir die “Worcester Standard” 'n bydrae gelewer oor impulsiewe aankope.
- ❖ 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.
- ❖ Students and practitioners interested in CPD points should visit CPD Well. Go directly to: <http://www.unistel.co.za/cpdwell/index.html>

Contact details

Private Bag X1, Matieland, 7602

Tel: +27 21 808 3012

Email: aet@sun.ac.za

http://academic.sun.ac.za/industrial_psychology

Newsletter prepared by ms Amanda Terblanche