



INDUSTRIAL PSYCHOLOGY NEWSLETTER Number 5, SEPTEMBER 2009



Die tyd het aangebreek vir die tweede nuusbrief van 2009!

UIT DIE VOORSITTER SE KANTOOR

Die Departement is tans besig met verskeie belangrike projekte. Een van hierdie projekte het te make met die nuwe kwalifikasieraamwerk (NRK) wat verreikende gevolge vir ons nagraadse kurrikula inhou. Hiervolgens moet ons migreer na 'n meestersgraad bestaande uit minstens 180 krediete (in teenstelling met die huidige 120) en op honneursvlak moet 30 krediete benut word vir 'n navorsingsprojek onder leiding van 'n studieleier. Hierdie veranderinge vereis noodwendig 'n grondige herbesinning oor ons nagraadse kurrukula. Ten einde ons in staat te stel om 'n ingeligte mening hieromtrent te ontwikkel, sal ons alumni nader met 'n uitnodiging om insette te maak wat ons beraadslagings per program sal informeer. Ons sal ook insette van toepaslike praktisyns en sakeleiers vra. Hierbenewens sal ons natuurlik ook met ons kollegas by ander universiteite gesels en internasionale neigings bestudeer.

The Departement has submitted a research proposal in response to the University's invitation for funding requests from the Strategic Fund. The funding request for the development of a departmental niche area named Empowering Development was approved. This research initiative focuses on the empowering development of human resources from previously disadvantaged communities in the service of accelerated economic growth and development.

Within this focus the Department of Industrial Psychology aims to pursue the following research objectives:

- To, within selected organisational sectors, identify workers with the potential to develop the knowledge, skills and attitudes required for career success and to optimise it scientifically.
- To identify the most effective education, training and developmental strategies that are required to empower those identified as having the potential for development to experience career success.

To determine which organisational characteristics, behaviour and processes will empower the members of that particular organisation to achieve success.

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). Even if you are only available to provide supervision for a specific component of the internship, we would like to hear from you.

The psychometrist internship will in future be more actively managed with the Department taking an active role in soliciting internship opportunities and providing a supportive academic programme that will facilitate preparation for the Board examination.

Conferences

Twee referate van prof Ronel du Preez, in samewerking met twee magisterstudente, is vir aanbieding by die "12th Annual SIOPSA Conference" wat vanaf 10-12 Junie 2009 te Pretoria plaasgevind het, aanvaar. Die besonderhede daarvan is as volg:

Mummenthey, C & Du Preez, R. (2009). *Tackling the South African skills shortage: Implementing efficient and effective learnerships in the construction industry.*

Kirsten, B & Du Preez, R. (2009). *Using improvisational theatre to enhance climate for work group innovation: Cornerstones for promoting sustainable organizational growth.*

'n Plakaataanbieding van prof Johan Malan met die titel: "An arterial model of innovation: The development of line-managers for corporate entrepreneurship" is ook vir aanbieding aanvaar by die "12th Annual SIOPA Conference" wat vanaf 10-12 Junie 2009 te Pretoria plaasgevind het.

Mnr Francois de Kock het 'n referaat, getiteld: "A review of accuracy research on assessor judgment in assessment centers" gelewer by die "Assessment Center Study Group" kongres wat vanaf 18-20 Maart 2009 te Stellenbosch plaasgevind het, gelewer.

Two poster presentations of proff Ronel Du Preez and E Visser (and former students) were accepted for presentation at the European Marketing Association Conference which took place in Nantes, France from 26-29 May 2009. The titles of the papers were:

Congruity analysis: Consumer and managerial perceptions of apparel store image (Du Preez, R. & Van der Vyver, J.).

Apparel store image in consumer experience: Discount versus speciality stores (Du Preez, R., Visser, E.M. & Janse van Noordwyk, H.S.).

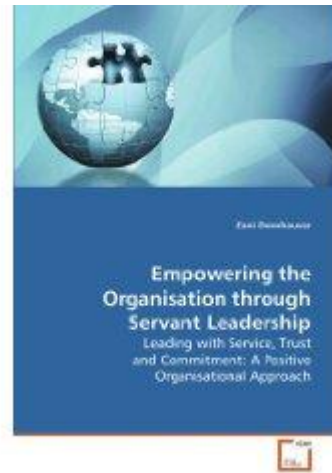
Publications

An article by mr Francois de Kock and dr Anton Schlechter, titled: "*Fluid intelligence and spatial reasoning as predictors of pilot training performance in the South African Air Force (SAAF)*" was published in the SA Journal of Industrial Psychology.

Dr. Dannhauser het in die Junie 2009 (pp. 146 – 153) uitgawe van die *Sarie* 'n artikel geskryf "Wees só gewild" wat opsommend in die werksplek daarop neerkom dat 'n persoon "likeable" (L-faktor) moet wees om in sy/haar werk – hetsy bestuurder of nie – goed te kan wees. Om "van gehou te word" is 'n kuns en die individu is die kunstenaar wat dit self bevorder en bemeester.

'n Boek van dr Dannhauser is onlangs deur 'n Duitse uitgewer gepubliseer. Die besonderhede daarvan is as volg:
Dannhauser, Z. (2009). *Empowering the Organisation through*

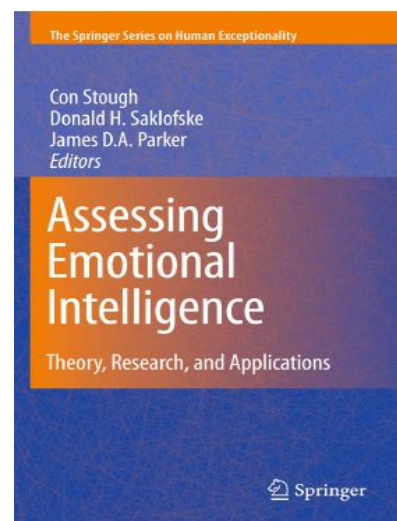
Servant Leadership. Leading with Service, Trust and Commitment: A Positive Organisational Approach. Saarbrücken, Germany: VDM Verlag Publishers. (ISBN: 978-3-639-09158-8) Website: http://www.amazon.com/Empowering-Organisation-through-Servant-Leadership/dp/3639091582/ref=sr_11_1?ie=UTF8&qid=1236082378&sr=11-1



Me Gina Ekermans was verantwoordelik vir 'n hoofstuk wat in die onderstaande boek verskyn het. Die hoofstuk is 'n samevoeging van hoofstukke 2 & 3 van haar doktorsale tesis.

Die besonderhede van die boek is soos volg:

Ekermans, G. (2009). Emotional Intelligence across Cultures: theoretical and methodological considerations. In C. Stough, D. Saklofske & J. Parker. (eds.) (pp.259-290), *Assessing Emotional Intelligence: theory, research and applications.* Boston: Springer, The Springer Series on Human Exceptionality.



Werkswinkels by Departement aangebied

'n Tweedaagse werkswinkel is vanaf 26-27 Februarie 2009 deur prof Fons Van de Vijver (foto onder) van die Tilburg Universiteit, Nederland, in samewerking met SIOPSA, by ons Departement aangebied. Die onderwerp van die werkswinkel was: "*Design and Methods in Cross-Cultural Assessment*".



Prof Fons Van de Vijver

Prof Ype H Poortinga from the University of Tilburg, the Netherlands, presented a two day workshop on "*Organisational Diversity*" at the Department on 23 and 24 June 2009. The workshop consisted of three modules that dealt with aspects of cultural and ethnic diversity in organisations. The particulars of the modules were: (a) "*Rationale for a training module in intercultural communication and effectiveness*"; (2) "*Using psychometric tests in a multicultural context*"; and (3) "*Mediation in the workplace: A module for trainers*".



Prof Poortinga and ms Gina Ekermans

'n Twee-uur lange werkswinkel is op 5 Mei 2009 deur Prof Leon van Vuuren, onder die vaandel van SIOPSA by die Departement aangebied. Die onderwerp van die werkswinkel was "*Professionele Etiek*".

Academic visits

Prof Lauren Ramsay of the San José State University visited the Department on 17 March 2009. The IPS organised two work sessions with students during which prof Ramsay spoke about "*Affirmative action and justice in SA*" and "*Bogus biodata*".

STUDENTE

Twee van die Departement se afgestudeerde magisterstudente, mnr Burgert Kirsten en Johan de Goede, het die Raadseksamens suksesvol afgelê. 'n Huidige ingeskrewe student, me Zelda Pieters, het ook haar Raadseksamen suksesvol afgelê. Hulle word met hierdie prestasie geluggewens.

My South African Experience

by Christine ter Hall, International student from the Netherlands

"Good morning, ladies and gentlemen, Avo Airlines welcomes you on this flight from South Africa to Amsterdam, the Netherlands. We will be departing shortly. Ensure that your seats are in the upright position, all hand luggage is stowed away safely, your footrests and tray tables are folded away and your armrests are down. Please fasten your seatbelts now, and for your own safety, we suggest you keep them fastened throughout the flight."

Yes, the five cabin crew members in full airline fatigues are not attending to the needs of passengers on this flight to Amsterdam with these words, but are facilitating a training workshop at Kylemore Secondary School. The training goals are to empower learners to set and reach goals. I am one of the facilitators and I participated in this training exercise as part of the Strategic Human Resource Management course co-ordinated by Dr. Billy Boonzaier of the Industrial Psychology Department at the University of Stellenbosch.

We used a flight from Cape Town to Amsterdam as a metaphor for setting and reaching goals. Without a good flight plan you are unlikely to reach your goals and thus your final destination. We empowered the students of Kylemore to set goals for the upcoming exams and for life in general. We tried to motivate them and showed them that if you really want

something, everything is possible. The attendees of the course were Grade 10 learners. We presented our workshop to all six Grade 10 classes; four of the six classes are repeating Grade 10 and only 13% of the Grade 12 learners passed the June exams.

For me this was a great experience. Back home in the Netherlands, schools like Kylemore, which differ vastly from other schools in close proximity, don't exist. I was therefore very happy that Stellenbosch University offered me this opportunity to see the "other side". Compared to the Netherlands, the programmes offered at this university are more problem-solving, society and workplace-oriented. With this course, we had to identify a problem or training need and had to develop a training intervention that could contribute to satisfying the need. Feedback reports indicated that we helped the students of Kylemore to reach their individual short-term goals.

Overall, staying in South Africa for a semester was an amazing experience. It is such a beautiful country, and everybody is really friendly. I'm very happy to have been introduced to South African Industrial Psychology, and not less important, that I was introduced to South African students. They really made my stay worthwhile. "Baie dankie" to everybody for this beautiful time!



Christine ter Hall, Abigail Lackay, Anel Wiehman, Madra Human, Elsje van der Merwe and Stacey Keams

PERSENEELSAKE

Me Gina Ekermans het 'n 20 minute insetsel op 'n program genaamd 'Rand en Sent' wat gedurende Junie op Radio RSG oor Emosionele Intelligensie uitgesaai is, behartig.

Me Amanda Terblanche het die Boland Veterane Tennispan by die SA Interprovinsiale Tennistoernooi wat vanaf 4-8 Mei 2009 te George plaasgevind het verteenwoordig, waar hulle die goue medalje ingepalm het.



Ms Michele Boonzaier and mr Jurgen Becker were both appointed as part-time lecturers to the Department as from January 2009.

News snippets!

- ❖ A big thanks to Distell and Draft FCB for hosting the Consumer Behaviour class and sharing their expertise with us. Industry's input is always valuable and appreciated!
- ❖ 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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