

## INDUSTRIAL PSYCHOLOGY NEWSLETTER Number 6, March 2010



Die tyd het aangebreek vir die eerste nuusbrief van 2010!

### UIT DIE VOORSITTER SE KANTOOR

Die Departement van Bedryfsielkunde het 'n Psigometrie internskap-ondersteuningsprogram geregistreer wat twee maal per jaar 'n inname van aspirant interns akkommodeer. Wim Myburgh is as koördineerder van hierdie program aangestel. Hy werf internskappe by geakkrediteerde ondernemings en privaat praktiserende sielkundiges en plaas gekeurde interns onder hul toesig. As moniterende sielkundige fasiliteer hy die uitklaring van die internskapprogram en lewer bystand aan die toesighoudende sielkundiges sodat 'n optimale vlak van voldoening aan die regulasies en verwagtinge verseker word. Hierbenewens bied hy in elke semester 'n reeks werkwinkels aan wat daarop gerig is om die interns voor te berei vir die suksesvolle voltooiing van die raadseksamen. Baie dankie aan elke sielkundige en instansie wat ons as toesighoudende sielkundiges ondersteun.

We are also continuously looking for registered Industrial Psychologists who are willing to act as supervising psychologists for our Industrial Psychology interns. Even if you are only available to provide supervision for a specific component of the internship, we would like to hear from you.

Ons is tans besig om 'n geskiedenisstudent te kontrakteer om 'n begin te maak met die ontginning van die Naas Raubenheimer-versameling in die JS Gerike Biblioteek. Die versameling bestaan uit notules van vergaderings,

audiobande, geskrifte, korrespondensie, artikels, tesisse, proefskrifte en ander dokumentasie wat die geskiedenis van die ontwikkeling van die Sielkunde en Bedryfsielkunde in Suid-Afrika dokumenteer. Dit bied ook inligting oor die professionalisering van die sielkundige en verwante beroepe, asook die ontwikkeling van die vakverenigings. Belangstellendes word genooi om die versameling vir hul eie studies te ontgin.

We have also embarked upon a community-based research project aimed at determining the nature of the crime challenges facing the community of Stellenbosch, as well as the solutions offered by the stakeholders.

The year 2010 has kicked off (just to show that we are conscious of non-academic events around us) with an exceptionally large intake of postgraduate students. We have admitted a total of 49 honours students to the full-time and modular programmes for HonsBComm (Psych) and HonsBComm (Human Resource Management). We have also admitted 22 new master's students to the MComm (Psych) programme.

We look forward to a year full of stimulating opportunities!



Die huidige psigometris-interns verbode aan die Departement

## Kommersialisering van 'n Leierskapsvraelys

Die Leierskapedraginventaris (Leadership Behaviour Inventory) is 'n produk wat gebruik word om te meet hoe doeltreffend leiers die uitdaging die hoof bied om leiding aan mense te gee, verandering te dryf en prestasie te bestuur. Die LBI-2, die tweede weergawe van die produk, word tans afgerond voordat dit aan maatskappye beskikbaar gestel word deur 'n lisensie-ooreenkoms met 'n industrievenoot. Besonderhede oor die industrievenoot sal later bekend gemaak word. Die LBI-2 is deur prof. Herman Spangenberg, is in samewerking met prof. Callie Theron, ontwikkel. InnovUS het die lisensie-ooreenkoms gefasiliteer. Die doel van LBI-2 is om te bepaal oor watter vermoëns die leier van 'n organisatoriese eenheid moet beskik ten einde belangrike veranderinge in werking te stel, maar terselfdertyd die prestasie van die eenheid in stand te hou. Dit gebruik 'n leierskapsvraelys met 20 dimensies in drie fases om 'n Leierskapedraginventaris te ontwikkel. Dit is ontwikkel spesifiek met die Suid-Afrikaanse konteks in gedagte. Die LBI-2 identifiseer dimensies waarop 'n leier deur ontwikkeling bevoordeel kan word en is nie ontwikkel om leierskappotensiaal te identifiseer by diegene wat nie tans in leiersposisies is nie. Dit is veral geskik vir middel- tot seniorvlakbestuurders wat hul posisies al vir ses maande beklee en aan wie twee of meer persone rapporteer.

## CONFERENCES

Mr Gawie Cillé attended the 15<sup>th</sup> World Congress of the IIRA which took place from 24-27<sup>th</sup> August in Sydney, Australia. He delivered a paper entitled: *"The experiences of retrenchment implementers"*.

Dr Zani Dannhauser het 'n referaat gelewer by die *"Competency Assessment and Profiling Forum"* wat op 14 Oktober 2009 te Johannesburg plaasgevind het.

Prof Deon Meiring was betrokke by drie referate wat by internasionale kongresse aangebied is. Die besonderhede daarvan is as volg:

Jonker, C., Fontaine, J., Meiring D. en Nicholls, T (2009). *Emotional Lexicon of Sepidi, Xitsonga, Tsivenda language groups in South Africa*. Hierdie referaat is by die *"International Society for Research on Emotion (ISRE)"* kongres wat vanaf 6-8 Augustus 2009 te Leuven, België plaasgevind het, aangebied.

Hy het in samewerking met F Van de Vijver, 'n referaat getiteld: *"International and External Bias of Cognitive and Personality Measures in South Africa"* gelewer by die *"10th European Conference on Psychological Assessment"*. Hierdie kongres het vanaf 16-18 September 2009 by die Universiteit van Gent, in België plaasgevind.

Prof Deon Meiring het ook 'n referaat getiteld: *"Stress and Coping of Police Officers in the South African Police Services"* gelewer by die *"Conference for Coping and Stress"* wat vanaf 31 September tot 1 Oktober 2009 by die Universiteit van Umea, in Swede plaasgevind het.

Prof Meiring delivered papers at a number of national conferences during 2009. The particulars of these papers are:

*Research Implications and the Development of a Research Focus Area for Assessment Centres in South Africa*. Paper delivered at the *29th Annual Conference of the Assessment Centre Study Group*, which took place at Stellenbosch from 18-20 March 2009.

*Multicultural Personality Testing and Test Development in South Africa*. This paper was delivered at the *15th Annual Psychological Conference in South Africa (PsySSA)*, which took place from 12-14 August 2009 in Cape Town.

A second paper, in collaboration with C Jonker, was delivered at the (PsySSA) conference, entitled: *Identifying the Meaning of Emotion Words Across Cultural Groups in South Africa*.

*South African Police Service People Management Issues*. Paper delivered at the *GSBA Human Resource Management*, at the University of Stellenbosch Business School, Executive Development, Bellville, on September 23, 2009.

Mnr Francois de Kock het in November 2009, 'n referaat gelewer getiteld *"Intelligence, motivation and personality as predictors of military training performance"* by die 51st Conference of the International Military Testing Association, gehou in Tartu, Estland.

Mnr Francois de Kock het ook 'n gesamentlike referaat gelewer getiteld *"Unlocking engagement in multicultural organizations: Inclusivity as the key to sustainable business transformation"* by die 29ste 'World Organization Development (OD) Congress' wat gehandel het oor *'What is New in International Organization Development and HRD'*, hierdie jaar gehou in Suid-Afrika (Pretoria, Julie, 2009).

## PUBLICATIONS

'n Manuskrip van prof Amos Engelbrecht en me Anja Van Aswegen is vir publikasie in die "SA Journal of Human Resource Management" aanvaar. Die besonderhede daarvan is as volg: "The relationship between transformational leadership, integrity and an ethical climate in organizations".

'n Artikel van Mnr Francois de Kock is gepubliseer, met die volgende besonderhede:

Lloyd, G., Van Dyk, G.A.J., & De Kock, F.S. (2009). The psychological selection profile for civil-military coordination officers in peace-support operations: The results of field research in the Sudan. *African Journal on Conflict Resolution*, 9(2). pp. 53-85.

## OPENBERE VOORLESINGS AANGEBIED

Prof Ian Williamson van die "Melbourne Business School" in Australië het op 22 September 'n openbare voorlesing by ons Departement aangebied. Die onderwerp van sy bespreking was: "Rethinking employee mobility: The different performance impacts of employee mobility between competitors and cooperators". Uitnodigings is ook aan SIOPSA-lede gerig om hierdie voordrag by te woon. Die baie suksesvolle voorlesing is afgesluit met 'n vingerete.



Prof Ian Williamson

## WERKSWINKELS BYGEWOON

Prof Ronel du Preez het op 23 September 'n werkswinkel wat gehandel het oor "Effective Marketing in Townships", wat deur "Marketing Mix" in Langa aangebied is, bygewoon.

Dr Zani Dannhauser represented the Department at a workshop on *Human Resource Development* that took place at the University of Potchefstroom.

## STUDENTE

Twee van ons Honneursstudente se name sal op ons Ereboard aangebring word as beste studente vir 2009. Hulle is Nadia Brits en Karli Gouws. Mnr Clayton Donnelly se naam sal as die beste Magisterstudent vir 2009 op ons erebord aangebring word. Sertifikate is ook aan hierdie presteerders oorhandig. Baie geluk aan hierdie drie studente met hierdie prestasie!



Op die foto (bo) wat by die sertifikaatoorhandigingsgeleentheid geneem is, staan vlnr mnr Clayton Donnelly, prof Johan Malan, prof Callie Theron, me Nadia Brits, me Karli Gouws, prof Ronel du Preez en prof Amos Engelbrecht

Mnr Dirk Pretorius is aangewys as die voorsitter van die IPS vir 2010. Sterkte word hom met hierdie belangrike taak toegewens!

## IPS Openingsfunksie 2010

Met 'n tema soos "luminescent" kan enige gewone aand onvergeetlik raak! Op Donderdagaand, 11 Maart 2010 om 19:30, was dit weer tyd vir die "Industrial Psychology Society" (IPS) se jaarlikse openingsfunksie. Die geleentheid het plaasgevind by die gewilde studente sosiale kuierplek, "Entourage". Die geselligheid het plaasgevind in 'n atmosfeer van algehele sukses. Met die gaste se aankoms het elke gas 'n "gloei-in-die-donker-armband" by die deur ontvang, waarna hulle ook 'n gratis verwelkomingsdrankie en heerlike verversings kon geniet saam met die IPS se lede en mede-Bedryfsielkundestudente. Die aand was oorheers deur studentegeselsies en vermaak op die dansvloer. Dit was opvallend dat daar 'n groot aantal nagraadse studente was wat die aand kom meemaak het – dit was seker om te ontsnap van al die nagraadse uitdagings. Hulle het hul kennis met die ander voorgraadse studente gedeel en indiepte gesprekke is gevoer, tot almal se akademiese voordeel. Die Voorsitter van

die IPS vir 2010, Dirk J Pretorius, het 'n kort toespraak gemaak om almal te bedank vir hulle entoesiasme oor Bedryfsielkunde, asook die Sosiale komitee vir hulle harde werk tot die aand se sukses. Na die onthaal het die IPS, as deel hulle korporatiewe filantropie, die verversings wat oor gebly het, na die naaste skooling geneem om minderbevoorges te help.

## MASTERS DEGREES – DECEMBER 2009

The following candidates received their master's degrees at the December 2009 graduation ceremony:

**BURGER, T.** (2009). *Emotional Intelligence and well-being in teachers*. MComm (Psig). Study leader: Dr G Ekermans.

**Abstract:** Ms Burger implemented and evaluated an Emotional Intelligence and Stress Management intervention on a group of primary school teachers at a previously disadvantaged school in the Western Cape. The study aimed to, firstly, explore whether the EI intervention was successful in increasing the level of EI, decrease levels of occupational stress and work-family conflict, as well as improve job satisfaction and organisational commitment. Secondly, this research explored the direct relationship EI has with stressors and strains, as well as the role of EI as a moderator in the stress-health relationship. The findings demonstrated limited effectiveness of the EI training in terms of improving levels of EI, and decreasing levels of occupational stress. However, physical and psychological health improvements were evident after completion of the programme. Although no changes in job satisfaction or organisational commitment emerged, a significant decrease in work-family conflict emerged.

**DIJKMAN, J.** (2009). *Intelligence, motivation and personality as predictors of training performance in the South African Army Armour Corps*. MComm. Study leader: Mr FS de Kock.

**Abstract:** Research evidence suggests that intelligence plays a dominant role in training performance. This study investigated the role of non-cognitive characteristics, such as training motivation and personality, as additional predictors of training performance of a sample of South African Army trainee soldiers (N = 108). Results showed that the predictive validity of these predictors depended on the type of training, and suggest that a more holistic view of trainee characteristics can help to better predict trainee performance scores.

**DONNELLY, C** (2009). *A multi-group structural equation modelling investigation of the measurement invariance of the*

*Campbell Interest and Skill Survey (CISS) across gender groups in South Africa*. MComm (Psig). (Cum Laude). Study leader: Prof CC Theron/Dr G Ekermans.

**Abstract:** The objective of this research study is to determine whether the CISS can be used in South Africa to derive valid inferences about the interest latent variable as it is constitutively defined by the test manual (Campbell et al., 1992) and whether the same latent interest dimension inference may be derived when the same observed scores is obtained on the instrument for matched male and female respondents. The objective of the research is to evaluate the fit of the measurement model of the CISS on a South African sample via confirmatory factor analysis and to determine, if adequate model fit would be obtained on the total sample, whether significant differences in measurement model parameters exist between male and female subsamples.

**FERTIG, S.** *The incremental validity of a situational judgement test (SJT) relative to personality and cognitive ability to predict managerial performance*. MComm. Study leader: Mr FS de Kock.

**Abstract:** The main objective of this study was to examine whether SJT's significantly add to the prediction of managerial performance over other measures traditionally used for managerial selection. Measures of specific cognitive abilities, personality and a SJT were administered to branch managers in a South African retail bank (N = 124) to investigate the ability of the measures to predict managerial performance. The SJT provided incremental validity over cognitive ability and personality measures when predicting job performance scores in the form of behavioural observation scale (BOS) supervisor ratings.

**MOYO, S.** (2009). *A preliminary factor analytic investigation into the first-order factor structure of the Fifteen Factor Questionnaire Plus on a sample of Black South African managers*. MComm. Study leader: Prof CC Theron.

**Abstract:** The primary objective of this study was to undertake a factor analytic investigation of the first-order factor structure of the Fifteen Factor Questionnaire Plus (15FQ+) on a sample of Black South African managers. The results of the confirmatory factor analysis suggest that the claim made by the 15FQ+ that the specific items included in each subscale reflect one of the 16 specific latent personality dimensions collectively comprising the personality domain as interpreted by the 15FQ+ is tenable.

**PIENAAR, J.** *Perceptions of Affirmative Action and the potential unintended consequences thereof in the work*



*environment: a study of the designated and non-designated groups in South Africa.* MA. Study leader: Dr G Ekermans.

**Abstract:** The aims of this study were to explore the relationship between knowledge of affirmative action and attitudes towards affirmative action, as well as the relationship between attitudes towards affirmative action and the different forms of dysfunctional consequences this could have in the South African work environment for members of both the designated and non-designated groups. The researcher has developed several questionnaires for this study. These included the measures of exit, voice, loyalty, stealing and silence behaviours for the non-designated group. He employed Equity-theory to explain how perceived inequity could lead to dysfunctional behaviour among non-designated group members, whilst Relational Demography Theory was used to explain how out-group status of affirmative action candidates could lead to lower levels of job satisfaction, group cohesion, organisational commitment and higher levels of conflict and role ambiguity.

Our congratulations to these candidates and their study leaders!

## PERSENEELSAKE

Dr Zani Dannhauser has left the Department at the end of 2009. She is getting married and will settle in Australia. The photo (below) was taken during the farewell luncheon for Dr Dannhauser.



Me Coreli Cillie het die Boland Veteranespan verteenwoordig by die SA Veterane Pluimbaltoernooi wat gedurende Augustus in Port Elizabeth plaasgevind het. Sy het ook die Boland Pluimbalspan verteenwoordig by die SA Kampioenskappe wat

gedurende Oktober 2009 in Kennilworth, Kaapstad, plaasgevind het.

Dr Gina Ekermans het ook in September 2009 verloof geraak en tree gedurende Maart 2010 in die huwelik met prof Johan Görgens, verbonde aan die Fakulteit Ingenieurswese van die Universiteit van Stellenbosch. Sy is vanaf Maart 2010 tot Augustus 2010 met studieverlof. Sy en haar eggenote sal gedurende hierdie tydperk in die VSA en Kanada besig wees met navorsing en sal ook daar kongresse bywoon, waar referate gelewer sal word. Hulle sal ook gedurende Maart 2010 na Melbourne, Australië reis waar sy haar PhD by die Universiteit van Melbourne in ontvangs sal neem. Ons gelukwensing aan die Görgens egpaar!

'n Baie suksesvolle spanboudag is op 6 November deur die Fakulteit Ekonomiese en Bestuurswetenskappe vir personeel aangebied. Daar is tussen departemente van die Fakulteit gewedwyer met vlugbal. 'n Spitbraai is na afloop van die wedstryde aangebied. Ten spyte van die feit dat die Departement Bedryfsielkunde nie as wenners uit die stryd getree het nie, het almal die geleentheid terdeë geniet!

## NEWS SNIPPITS!

- ❖ The SIOPSA quarterly meeting took place on the 11th of August 2009 in Cape Town. Prof Ronel du Preez made a presentation on "*Store image: What is it and does it matter?*" Due to the unusual nature of the topic, the meeting was very well attended and received.
- ❖ Our staff members are regularly consulted by journalists to make contributions towards press articles. Prof Ronel du Preez made contributions towards articles published in the *Ideas Magazine* and *Rapport Newspaper*.
- ❖ 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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