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| RESEARCH REPORT - 2014 |

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| ARTICLES PUBLISHED IN ACCREDITED JOURNALS |
| **ENGELBRECHT AS, MAHEMBE B**. The influence of ethical leadership on trust and work engagement: An exploratory study. *SA Journal of Industrial Psychology (Journal of Industrial Psychology)* 2014; **40**(1): 1-9.**DE KOCK F, GöRGENS-EKERMANS G, DHLADHLA TJ**. The internal factor structure and cross-validation of the General Health Questionnaire (GHQ-28) in a Black South African sample. *Journal of Health Psychology* 2014; **19**(10): 1222-1231.**MAHEMBE B, ENGELBRECHT AS**. A preliminary study to assess the construct validity of a cultural intelligence measure on a South African sample. *SA Journal of Human Resource Management* 2014; **12**(1): 1-8.**MAHEMBE B, ENGELBRECHT AS**. The relationship between servant leadership, organisational citizenship behaviour and team effectiveness. *SA Journal of Industrial Psychology (Journal of Industrial Psychology)* 2014; **40**(1): 1-10.**MYBURGH D, THERON CC**. The development and evaluation of a generic non-managerial performance measure. *Management Dynamics* 2014; **23**(1): 26-57.**TERBLANCHE-SMIT M, DU PREEZ R, VAN DER SPUY T**. Measuring the impact of branded alcohol advertising and price on brand versus segment consumption. *International Business and Economics Research Journal*2014; **13**(6): 1515-1523.**VAN HEERDEN S, THERON CC**. The elaboration and empirical evaluation of the De Goede learning potential structural model. *South African Journal of Business Management* 2014; **45**(3): 1-29. |
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| PUBLISHED PROCEEDINGS INTERNATIONAL CONFERENCES |
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| **No output in 2014**. |
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| PAPERS READ AT INTERNATIONAL CONFERENCES |
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| **ADAMS SP, GÖRGENS-EKERMANS G, DE KOCK FS.** Explaining graduates’ intention to apply for a job: does protected group status matter? Paper presented at the *28th International Congress of Applied Psychology*, 8 – 13 July, 2014, Paris, France.**MAHEMBE B, ENGELBRECHT** **AS.** *A preliminary study to assess the construct validity of a cultural intelligence measure on a South African sample.* 22nd Congress of the International Association for Cross-Cultural Psychology, Reims, France, 15 –19 July, 2014.**MAHEMBE B, ENGELBRECHT** **AS.** *The relationship between servant leadership, affective team commitment, organisational citizenship behaviour and team effectiveness.* 22nd Congress of the International Association for Cross-Cultural Psychology, Reims, France, 15 –19 July, 2014.**VAN DER SPUY T, TERBLANCHE-SMIT M, DU PREEZ R.** *The effect of alcohol advertising on consumption levels: Implications for Decision-makers*. 43rd European Marketing Academy Conference, 3-6 July, 2014 Valencia, Spain. |
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| PAPERS READ AT NATIONAL CONFERENCES |
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| **AUCAMP L, ENGELBRECHT AS, MAHEMBE B.** *The influence of transformational leadership on trust and team effectiveness.* Annual SIOPSA Conference, Pretoria, 22-23 July 2014.**DU PREEZ R, YOUNG G.** *Graduate attributes: Conceptual and operational challenges.* 7th Annual Conference on the Scholarship of Teaching and Learning, 28-29 October, 2014. Stellenbosch, South Africa.**ENGELBRECHT AS, WOLMARANS J, MAHEMBE B.** The effect of ethical leadership and ethical climate on leader effectiveness. Annual SIOPSA Conference, Pretoria, 22-23 July 2014.**GUSE C, DU PREEZ R, PENTZ C**. *Investigating the influence of wine awards on wine sales.* South African Institute of Marketing Science Conference (SAIMS), 14 – 17 September 2014, Gauteng, South Africa.**JANSEN VAN RENSBURG J, DU PREEZ R.** *Skills development in the agricultural sector: a multiple case study approach.* SIOPSA Annual Conference, 21 - 23 July 2014, Pretoria, South Africa.**MAHEMBE B, THERON, CC & MALAN, DJ**. *The development and empirical evaluation of a learning potential structural model.* Paper presented at the National Conference of SIOPSA, 21-23 July 2014, Pretoria |
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| MASTER’S THESES COMPLETED |
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| **ABRAHAMS Z.** *Illegitimate tasks, personal resources and job resources as antecedents of job crafting*. M.Com. (Ind. Psych.), 2014. 117pp. Study leader: Dr B Boonzaier.**AUCAMP L.** *The influence of transformational leadership on trust, psychological empowerment and team effectiveness* M.Com. (Psych.), 2014. 123 pp. Supervisor: Prof AS Engelbrecht.**BOERS M**. *Empirical evaluation of the Steyn-Boers structural model of psychological well-being at work.* M. Com. (Psych.), 2014. 239pp. Study leader: Dr G Görgens.**BRINK E**. *The relationships between the HEXACO personality dimensions and organisational citizenship behaviours within the civil engineering sector*. M.Com. (Ind. Psych.), 2014. 141pp. Study leader: Dr B Boonzaier.**BURGER E.** *Investigating high turnover intention and a diminished level of organizational commitment as antecedents of accidents.* M. Com. (Psych.), 2014. 119pp. Study leader: Mr GG Cillié**COLE B.** *The relationship between job demands, job resources, engagement, burnout and intention to quit.* M. Com., 2014. 116pp. Study leader: Mr GG Cillié**DAVIS S**. *The measurement invariance and measurement equivalence of the Sources of Work Stress Inventory (SWISI) across gender groups in South Africa*. MCom, 2014. 209 pp. Supervisor: Theron CC Co-supervisor Görgens G.**DU TOIT B**. The modification, elaboration and empirical evaluation of the de Goede learning potential structural model through the incorporation of non-cognitive learning competency potential latent variables. MCom, 2014. 327 pp. Supervisor: Theron CC.**JANSEN VAN RENSBURG J**. *Skills Development in the agricultural sector: A Multiple Case study approach.* M Com (Industrial Psychology), 2014. 213pp. Study leader. Prof R du Preez.**PRETORIUS, DJ**. Modification, elaboration and empirical evaluation of the De Goede learning potential structural model: Rising above adversity.MCom (Industrial Psychology) 2014, 152 pp.,Study leader: Ms M Visser; Co-study leader: Prof DJ Malan**PRINSLOO CR.** *An exploratory investigation into the Moneymax profile as predictor of optimal financial attitudes and behaviour.* M Com (Industrial Psychology), 2014. 162 pp. Study leader. Prof R du Preez.**ROSSOUW G**. *Critical leader behaviour in the emerging South African economy.* M.Com. (Psych.), 2014. 176 pp. Supervisor: Prof AS Engelbrecht.**VAN DER WESTHUIZEN N**. *Turnover intention and employee engagement: exploring eliciting factors in a South African accounting firm*. M.Com. (Ind. Psych.), 2014. 151pp. Study leader: Dr B Boonzaier.**WOLMARANS J.** *The effect of core ethical values on ethical leadership, organizational justice, ethical climate and leader effectiveness.* M.Com. (Psych.), 2014. 183 pp. Supervisor: Prof AS Engelbrecht. |
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| PHD COMPLETED |
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| **HUNTER WFJR**. *The role of integrity and personality in counterproductive work behaviour*. PhD, 2014. 262 pp. Promotor: Engelbrecht AS.**MAHEMBE B**. *The development and empirical evaluation of an extended learning potential structural model*. PhD, 2014. 356 pp. Promotor: Theron CC. Co-promotor: Malan DJ. |
| **ROUX SM.** The impact of positive organizational factors on the career success of black employees in the South African work environment: An exploratory study. PhD, pp. 392. Stellenbosch, RSA. Stellenbosch University. Promoter: Prof DJ Malan. |

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| INTERNSHIP SUPERVISION COMPLETED |
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| **BURGER D.** (PSIN 0129828). Industrial Psychology Internship. Place of Internship: Exxaro. Monitoring psychologist: Francois van der Bank.**BURGER E**. (PSIN0132039). Industrial Psychologist Internship. Place of Internship: Shoprite/Checkers. Monitoring psychologist: Billy Boonzaier.**CARSTENS J**. (PSIN0128716). Industrial Psychologist Internship. Place of Internship: Power Construction. Monitoring psychologist: Billy Boonzaier.**DU TOIT, J** (PSIN 0129208).Industrial Psychology Internship. Place of Internship: SHL. Monitoring psychologist: Michelle Visser.**HEINE G**. (PSIN0129593). Industrial Psychologist Internship. Place of Internship: Paarlmedia. Monitoring psychologist: Billy Boonzaier.**HERMAN C**. (PSIN 0130109). Industrial Psychology Internship. Place of Internship: Allan Grey Orbis Foundation. Monitoring psychologist: Francois van der Bank.**HERSELMAN, T (**PSIN 0130184). Industrial Psychology Internship. Place of Internship: South African Police Force. Monitoring psychologist. Michelle Visser.**PRETORIUS, D** (PSS 0116955). Industrial Psychology Internship. Place of Internship: Mazars. Monitoring psychologist: Michelle Visser.**PRINSLOO J**. (PSIN0129658). Industrial Psychologist Internship. Place of Internship: Human Dynamics. Monitoring psychologist: Billy Boonzaier.**WOLMARANS J**. (PSIN 0133442). Industrial Psychology Internship. Place of Internship: ??. Monitoring psychologist: Francois van der Bank. |
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| COMMUNITY PROJECTS COMPLETED |
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| **VISSER M.** Development and presentation of skills training courses for the Rachel’s Angels mentors. Rachel’s Angels Trust Media24, Cape Town.**VISSER M, BAILEY L, ADAMS S, BOONZAIER M, GOOSEN S.** Development and presentation of skills training courses for the Rachel’s Angels mentors. Rachel’s Angels Trust Media24, Cape Town. |
| **VISSER M.** Recruitment and Selection of the Rachel’s Angels mentors. Rachel’s Angels Trust Media24, Cape Town. |
| **VISSER M, BAILEY L.** Matching of the ideal mentor/mentee profile for the Rachel’s Angels project. Rachel’s Angels Media 24, Cape Town. |
| **VISSER M,** Development of a leadership skills course for fourth year medical students. Presentation of course to 250 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. |