



INDUSTRIAL PSYCHOLOGY NEWSLETTER Number 1, June 2007



Dit is tyd vir die eerste nuusbrieff van 2007!

Conferences

Prof. Ronel du Preez will visit the Katholieke Universiteit Leuven (KUL), in Belgium, during June and July as part of the bilateral agreement between the two universities. Afterwards, she will attend the *2007 European Association of Consumer Research Conference* in Milan, Italy. Profs. Du Preez and Elizabeth Visser have co-authored two papers entitled: "Scale development: Importance of apparel store image dimensions" and "Lifestyle, shopping orientation, patronage behaviour and shopping mall behaviour – A study of South African male apparel consumers" which will be presented at the conference. These papers will also be published in Volume 8 of the *European Advances in Consumer Behaviour*.

Ms. Gina Eckermans' paper has been accepted for presentation at the *13th Biennial Meeting of the International Society for the Study of Individual Differences* to be held in Giessen, Germany, during July. The conference theme is *Advances in EI*. Dr Zani Dannhauzer presented a paper at the Values-based Leadership Conference held during March at the Stellenbosch Business School.

Publications

Two manuscripts by Prof. Callie Theron have recently been published: one in the *SA Journal of Industrial Psychology* entitled "Confessions, scapegoats and flying pigs: Psychometric testing and the law" and the other in the special

issue of the *SA Journal of Industrial Psychology*, 32(4) and co-authored by Deon Meiring entitled "A psychometric investigation into the cross validation of an adaptation of the Ghiselli predictability index in personnel selection".

Two articles will be published in the forthcoming *Management Dynamics*. Profs. Ronel du Preez, Elizabeth Visser and Ms. Zietsman's article entitled "Profiling male apparel consumers: Lifestyle, shopping orientation, patronage behaviour and shopping mall behaviour" and "The Relationship between transformational leadership, meaning and organisational citizenship behaviour" by Prof. Amos Engelbrecht and Dr. Anton Schlechter.

An article by Dr. Zani Dannhauzer has been published in the *International Journal of Leadership Studies*. The title of her article was "Structural equivalence of the Barbuto and Wheeler Servant Leadership Questionnaire on North American and South African samples".

Academic visits

Prof. Poortinga, Professor Emeritus of the Universities of Leuven and Tilburgh, visited the department in February. He presented various lectures and led round-table discussions regarding cross-cultural research. Prof. Shalom Schwartz of the Hebrew University of Jerusalem will visit the department in June. He is a prominent researcher in the field of work values.

Companies assisting us

A big thank you once again to companies and institutions that assist our students in their research efforts and host organisational visits and workshops. A special word of thanks to Karen Knipscheer and Shani Naidoo (Foschini); Francois de Villiers (FCB Cape Town), Gouni Mae-Montgomery (Firefly), Andre Labuschaigne, Retseh de Waal (Medi-Clinic), Jopie van Rooyen, Kosie de Villiers and Sandra Boer (Webcheck).

Spotlight on completed Master's degree research

The M Comm degree was conferred cum laude upon Ms Hazel Dunbar-Isaacson at the March graduation ceremony. The title of her thesis was *An investigation into the measurement invariance of the performance index*. Her supervisor was Prof. CC Theron. Congratulations to both of them.

The leadership-for-performance framework designed by Spangenberg and Theron (2004) aspires to explicate the structural relationships existing between leader competency potential, leadership competencies, leadership outcomes and the dimensions of organizational unit performance. The Performance Index (PI) and Leadership Behaviour Inventory (LBI) comprise the leadership-for-performance range of measures. The PI was developed as a comprehensive criterion measure of unit performance for which the unit leader could be held responsible. The basic PI structural model has been developed to explain the manner in which the various latent leadership dimensions measured by the LBI affect the eight unit performance latent variables that are assessed by the PI. Although preliminary research suggests that the basic PI structural model could be refined, continued research in this regard can only be justified if the basic PI measurement model is shown to be measurement invariant across independent samples from the target population. As part of ongoing research of the leadership-for-performance range of measures, this cross-validation study investigated the extent to which the PI measurement model may be considered measurement invariant across two independent samples from the same population. Two samples were collected through non-probability sampling procedures. These included 277 and 375 complete cases after imputation by matching. Item analysis and dimensionality analysis were performed on each of the PI sub-scales prior to the formation of item parcels. No items were excluded on the basis of on item- and dimensionality analysis results. Two composite indicator variables (item parcels) were created from the items of each sub-scale and were treated as continuous variables in the subsequent statistical analyses. Structural equation modelling, using robust maximum likelihood estimation, was used to perform a confirmatory first-order factor analysis on the item parcels for each sample. The measurement model was fitted to both samples independently and a close fit for each sample was established. The measurement model was cross-validated with the use of a progressive series of measurement invariance tests. Results indicated that the PI measurement model did not display full measurement invariance across the two samples, although it did cross-validate successfully under the configural invariance condition. Statistically significant non-equivalence was found to exist in both the measurement error variances and the factor covariances ($p < 0,05$), although the $p < 0,05$ critical value was only narrowly surpassed in both cases. The measurement model did, however, display metric invariance across the samples as no significant differences were found between the factor loadings, which suggests that the content of each item is perceived and interpreted in a similar manner across samples from the target population. When considered in combination, these results may be viewed as quite satisfactory as they indicate that the measurement model does not appear to vary greatly when fitted to data from the different samples. As this study at least has established metric invariance of the PI, it provides some basis of confidence for proceeding with subsequent research aimed at establishing the structural invariance of the basic PI structural model and eventually with research that links the leadership behaviour to work unit performance as measured by the PI. Limitations of this study are discussed.

STUDENTE

- ❖ Baie geluk aan Annemarie Fourie wat aangewys is as die beste Honneursstudent van 2006. Hazel Dunbar-Isaacson het die toekenning vir die beste Magisterstudent ontvang.
- ❖ Mnr Clifford Lewis is aangewys as voorsitter van die IPS (studentevereniging).
- ❖ Geluk aan Tamari Grand wat haar tesis *Cum Laude* geslaag het.
- ❖ Me Gina Ekermans se NRF Thuthuka toekenning het dit moontlik gemaak om R86000 se studentebeurse beskikbaar te maak vir die uitbouing van EI navorsing.

- ❖ Studentegetalle vir 2007 lyk belowend (voltyds en modulêr):

- Voorgraads: 2785 (1ste semester)
- Honneurs: 50 Magister: 77 PhD: 2



Die dames oorheers die 2007 honneursklas!

PERSONEELSAKE

Twee personeellede het die Rektorstoekening vir Voortreflike Diens aan die Universiteit ontvang. Baie geluk aan Helene Viljoen en Eli Julies. Ons is trots op julle! Hier ontvang hulle hul toekennings van die vorige rektor, Prof Chris Brink.



Dr. Zani Dannhauser is bevorder tot senior lektor nadat sy haar PhD-graad tydens die Maart grade-plegtigheid ontvang het. Zani besoek die Regent Universiteit, Virginia Beach, VSA as 'n na-doktorale genoot vanaf Junie tot September 2007.

The departement bedank Prof. Adrè Boshoff vir die tydperk wat hy Buitengewone Professor was. Hy het 'n waardevolle bydrae tot die navorsingsuitsette van die departement gelewer.

News snippets!

- ❖ This semester we had the privilege to use the services of a number of part-time lecturers: Dr Willem de Villiers; Prof. Krynauw du Toit, Dr Henry Vos, Prof. André Roux, Mr Graham Giles and Ms Amelia Burger. Thank you for your valuable contributions.
- ❖ Research on emotions and culture has led to collaboration between the University of Potchefstroom and the department.
- ❖ Dr Zani Dannhauser was nominated as "Best Lecturer" by Industrial Psychology students. Here she is enjoying a toast with committee members.



- ❖ Four Master's degree students graduated at the March graduation ceremony. Congratulations!
- ❖ Negan Pooven, Memorie Herholdt and Ann Werner passed their Board Examinations – well done!



Dr Willem de Villiers het einde verlede jaar afgetree, na amper 40 jaar diens aan die departement. Die fakulteit en departement het te Avontuur wynplaas, Stellenbosch van hom afskeid geneem. Die foto toon hom tesame met Proff. Raubenheimer en de Villiers (Dekaan: Ekonomiese en Bestuurswetenskappe).

- ❖ Students and practitioners interested in CPD points should visit the CPD Well. Go directly to: <http://www.unistel.co.za/cpdwell/index.html>
- ❖ The ICCB Conference will take place from 4-6 September at the President Hotel, Bantry Bay.
- ❖ One of our new staff members took the big step! Congratulations to Francois and Sulene de Kock on their wedding!



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