

Department of Industrial Psychology

NEWSLETTER AUGUST 2021

FROM THE CHAIR'S OFFICE

'Life from Stone': Ingenuity and nurturing lead to new life

We ended 2020 reflecting on new ways of thinking and acting and with renewed plans for 2021. Even now, we remain mired in a global pandemic that has taken so many lives and caused massive disruption to families, societies and economies all over the world. This situation made me think of a discussion I had recently with a close friend over a glass of wine, aptly named Life from Stone. The name is derived from the winery's rocky soil. Every year the vineyard competes with nature to produce wines with a character close to the quartz rock in which the vines are grown. Immense effort was required in planting the vines; implements were destroyed and in some cases dynamite was deployed. It is a true reflection of how ingenuity and nurturing hands can create new life that the next generation can enjoy and cherish.

Similarly, we have applied our energy and passion to finding new and innovative ways of teaching and learning. New equipment and software had to be introduced and mastered and enormous effort was put in by staff to make this happen in a very short period of time. Students have reacted positively and embraced the changes as we continue to adapt to new challenges. In this newsletter we share our stories and focus our energy on building the new whilst recognising and appreciating the strong foundations from which we grow.

It was with great sadness that the Department of Industrial Psychology announced the news of the passing in

January of our colleague and friend, Marius Meyer. As colleagues, we celebrate and pay tribute to his powerful legacy of recognising people as central to business success. Part of his legacy is the newly launched Postgraduate Diploma in Strategic Human Resource Management. This year, the diploma drew students from Southern Africa and Europe – with over 300 international students enrolling for the module on Strategic HRM and Ethics.

We recognise and celebrate the outstanding academic achievements of staff and students and we proudly acknowledge those who have passed the national board examination. Keeping abreast of developments and needs in industry, we recently developed a new third-year module: Human Capital Metrics. We further share how the Industrial Psychology Society (IPS) broadens horizons with new ventures and upholds the academic interest of students within the Department. In addition, we are excited to announce that the Department of Industrial Psychology will host the 13th ITC Conference in December 2022 – the first ITC Conference to be hosted on the African continent.

I invite you to stay connected and enjoy the newsletter.

Prof Aletta Odendaal



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In memoriam Marius Meyer

Department bids farewell to valuable team member

It is with extreme sadness that the Department of Industrial Psychology announced the heart-breaking news of the untimely passing in January of our colleague and dear friend, Marius Meyer.

Marius was a remarkable, passionate, kind and extremely humorous soul who could lighten up any conversation with his contagious laugh. He was a caring individual, which naturally showed in the way he invested himself in his classes and engagements with students. He impacted the lives of many students, colleagues and friends through his passion for people as well as his inspiration and commitment to the advancement and growth of the profession of Human Resource Management (HRM).

He left a remarkable legacy as an HRM thought-leader and will forever be remembered and recognised for his leadership and commitment to the development of South Africa's first national HR governance framework, which includes the first national set of human capital metrics for companies. He served as a human resource development practitioner, consultant, academic, board member and manager for 24 years.

He was responsible, as the former chief executive of the professional body for HR practitioners, the SA Board for People Practices (SABPP), for the quality assurance of 82 learning providers, as well as the HR accreditation of all universities in South Africa. He was the Chairperson of the SABPP in 2019 and 2020.

His passion for leadership, strategy, governance, organisation development, change management and people development was evident in the numerous books and articles he published. He was a sought-after speaker at both national and international conferences and left a mark on the world that cannot be erased.

Marius received an honorary doctoral degree from the Vaal University of Technology (VUT) in 2018, in addition

to a lifetime achievement award from the SABPP for his contribution and meritorious service to the profession. He was a Senior Lecturer in the Department of Industrial Psychology at Stellenbosch University, where he was the programme leader for Human Resource Management programmes, including the newly launched Postgraduate Diploma in Strategic Human Resource Management which was developed through his vision to position HR as a strategic business partner.

Marius left a remarkable legacy as an HRM thought-leader

Marius previously lectured at the Universities of South Africa and Johannesburg and was involved in academic work for North-West University and the Midrand Graduate Institute. He was an Advisory Board member of the African Society for Talent Development and a founding member of Talent Talks, South Africa's first talent management platform. He also facilitated training and consulting interventions for more than 200 companies.

As colleagues, we celebrate his life by paying tribute to his powerful legacy of recognising people as central to business success and making a strategic contribution to people management in South Africa. He was an esteemed colleague, but even more a loving, caring and passionate friend. We've lost a gentle giant and a phenomenal academic and practitioner who will be missed immensely.

We hope that his wife Hanlie and daughter Nadia can find comfort in the memories they can treasure forever.

International Test Commission (ITC) Conference 2022 to be hosted in South Africa

We are excited to announce that the Department of Industrial Psychology at Stellenbosch University will host the 13th ITC Conference in 2022 in South Africa from 12-15 December.

The International Test Commission is an “association of national psychological associations, test commissions, publishers and other organisations committed to promoting effective testing and assessment policies and to the proper development, evaluation and uses of educational and psychological instruments globally”.

Hosting an ITC conference in South Africa will not only contribute to and strengthen the association’s vision of outreach and capacity building in measurement and psychometric expertise and encourage best practice in assessment, especially in developing countries, but will also serve as a historical moment as it will be the first ITC conference hosted on the African continent.

The theme of the conference is “Advancing diversity, equity and inclusion: Opportunities and challenges towards culturally responsive assessment”.

Subthemes include:

1. Test development, adaption and translation: advancing culturally responsive assessments
2. Innovation and advances in psychometric theory
3. Next generation technology-enhanced assessment, privacy and test security
4. Global differences in equity approaches, policy and solutions
5. Best practices in testing and assessment: preserving human rights in the era of big data assessment

“It is my sincere hope that life will have become sufficiently normalised by December 2022 to allow us to host the 13th ITC conference as a face-to-face event,” says Prof Alette Odendaal, Head of the Department of Industrial Psychology and chair of the local organising committee.

“We look forward to welcoming you to Stellenbosch University.”

For more information, visit www.intestcom.org.

Department develops new module in Human Capital Metrics

The Department of Industrial Psychology recently developed a new third-year module called Human Capital Metrics.

According to Dr Jacques Pienaar, who developed the module, it focuses on equipping students with the skills to become trusted advisors to the senior management teams within organisations.

“This module focuses on the ability to integrate, report on and analyse data from different sources to ensure that better decisions are made in the organisation and to lead to greater rewards on investment.”

According to Dr Pienaar, technological innovation and change have an ever-growing impact on all aspects of our lives, including the workplace.

“Like other organisational functions, the Human Resources function must also adapt to use modern technology, not only to enhance the experience of all aspects of the employee life cycle, but also to integrate and use available data in the organisational system to drive real business results.

“The Human Resources function has to understand and unlock the benefits of available data; this requires a more data-driven focus.

“The adoption and development of a more analytical approach in this context offers an opportunity for the Human Resources function to promote the profile of the profession and to place itself on an equal footing with the other business professions, or functions, for a place at the organisation’s decision-making table.”

New diploma draws students from across Southern Africa

The first intake – a group of 37 students from South Africa and neighbouring countries Namibia, Swaziland and Lesotho – to register for the Department of Industrial Psychology's new Postgraduate Diploma in Strategic Human Resource Management (SHRM) started their journey in 2021.

The aim of the course is to prepare graduates to make a strategic contribution to people management in their organisations and it is accredited as a level 8 qualification on the National Qualifications Framework.

The new postgraduate diploma builds on the current undergraduate programmes in Human Resource (HR) Management and Industrial Psychology offered by Stellenbosch University (SU). Market analysis has highlighted the need for senior HR officers and line managers to develop SHRM competencies to drive the successful execution of business strategy. The programme's strategic approach prepares HR managers for senior and top management positions.

We asked the students why they registered for the diploma and what their experience has been thus far. Here is what some of them had to say:

Ms Marcia Wilson-Motsa, an HR officer at Family Health International 360, Eswatini, is interested in pursuing a master's degree in SHRM and hopes this diploma will be a stepping-stone towards achieving this goal.

"It has been an enriching experience, where I gained far more than I had expected. The dedicated and exceptional group of lecturers and academic support staff possess an outstanding passion in their work and a considerable amount of experience. What an incredible journey. I am humbled, honoured and feel so fortunate to be taught by South Africa's cream of the crop; these are seasoned experts who know what they are teaching and imparting to students. The level of thoroughness is astounding; it is a very well planned out and executed course."

Ms Cecilé Cloete founded a consulting firm 'Ask The Ladies' with three business partners in 2019, and her responsibilities include HR Consulting and Payroll.

"I registered for the postgraduate diploma in SHRM to gain better insight into the overall fit of HR in the business and how HR can assist in improving business performance. As an HR consultant, I aim to provide my clients with the best value and improved ways of working. I am so grateful that I decided to enrol for this

programme. It has been a challenging few months, juggling work and studies, and I really underestimated the depth of this programme, but I have gained very valuable knowledge in the process. The programme provided me with necessary theory and, more important, practical assignments to translate theory into practice. It also highlighted the importance that SHRM plays in organisations."

Ms Lingani Sibalatani, Manager in the Division for Compensation and Benefits at the Namibia Airports Company, registered for the programme to equip herself with the skills and knowledge most vital for strategic and board-level positions and to empower herself with strategic skills which will enable her to build effective people strategies within her organisation.

"It has been a valuable learning experience. I learned to explore, research and analyse issues critically as if on a strategic level already. I enjoyed all four of the modules covered in the first semester – it has been an eye opener. It is indeed worthwhile, value for money and has already shaped me intellectually."

Ms Kelly Wilskut, an HR Culture Coordinator at Ackermans, registered for this qualification because she identified with the diploma's aim of enabling HR professionals to be strategic business partners and finding a balance between modern HR functions and business objectives.

"It has been both a very exciting and daunting experience for me. However, our lecturers have been very kind, supportive and provide clear/critical feedback on assessments which is a tremendous help for continuous improvement."

Ms LD Nashandih, Senior Manager: HR Business Partnering and Administration at Telecom Namibia, wants to deepen and sharpen strategic competencies in HR as the world faces the fourth industrial revolution.

"The course has been very exciting and informative; a real learning curve. It was a good decision to enrol for the programme."

Ms Jennifer Cloete, a training officer at Distell, wants to gain a deeper understanding of the integral nature of the HR function to add greater value and show up as a strategic business partner.

“Thus far, I have been empowered and inspired by the content and the practical application of the concepts, from which I am already reaping great benefit. I am truly grateful for this opportunity to learn from experts in the field and honoured to be part of the SU family.”

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Ms Nwabisa Gcinalitshone, HR Assistant at Medipost Pharmacy, wants to grow continually on a personal as well as professional level in the HR field and hopes that this programme will assist her to build strategic HR competencies in the process of becoming a human resource business partner.

“I am really enjoying the course. I have already learned the importance of meeting the national HR standards which assist with aligning HR practices with the business strategy for business growth.”

Ms Heilana Cilliers, Human Resource and Development Manager at Hillsong Africa, wants to update her knowledge in strategic HR to remain relevant and to prepare herself for the future.

“The course exceeded even my wildest expectations. I was stretched and challenged but grew in my knowledge, competency and passion for our field. This course is world class and has transformed my approach and enabled me to apply myself to my craft in a practical manner.”

Ms Zareena Badsha, HR Manager at SAMRO NPC, wants to upskill and gain more insight on how to strategically apply HR practices to enable the conversion of their HR department from being transactional to being more transformative.

“The course has provided a lot of insight and has been a huge learning curve. Although the balancing act between work, studies and living through a pandemic has been challenging at times, the overall experience has been wonderful. The lecturers have made the learning experience one of great joy as they share such wonderful insights and practical examples.”

Dr Johan Groenewald, Stellenbosch University Residential Educator (Res Ed Group Coordinator) describes himself as a people developer.

“I have always worked on building human capital. This programme is strategically unique in assisting me as an educator in working with the future work force (students) in a new way. I enrolled not only to upskill myself in this regard but also to look at becoming a strategic human resource practitioner. The programme has been absolutely fabulous, and I would recommend it to any Strategic Human Capital Developer or HR person.”

Ms Moleboheng Motsoeneng, Human Resource Manager for SCLCJV-Polihali Diversion Tunnel based in Mokhotlong, has dreamt about becoming a professional in the HR field for many years. She found the post-graduate diploma a perfect fit for what she wants to achieve.

“My learning journey has been fashioned and tailored to answer my needs while accommodating my daily work commitments. I must send my greatest appreciation to the Department of Industrial Psychology for putting together ideas to design this course and sourcing the best team of lecturers. I’m even considering enrolling for a master’s programme at Stellenbosch University now.”

Mr Shakes Reason Ramoroalo, Regional HR Manager at Distell, wants to expand his knowledge base and skills, especially in Strategic HR Management, to promote career development and growth.

“The programme has proved to be very strategic with great practical use and I have already begun to implement what I have learned. It is a great programme and whoever enrolls for it stands to benefit and grow in the field of Strategic HRM.”

Ms Ipeleng Kgwadi, HR Manager at the Western Cape Blood Service, had been on the lookout for a degree in SHRM and applied for this programme as soon as she heard about it.

“HR management has evolved a lot from being operational to being strategic. The programme has sharpened my skills and thinking and with the knowledge I have gained so far, I have already introduced new strategies to my employer. I am looking forward to the other four modules.”

For more information, contact the course administrator Rahkeenah Peters on indpsych@sun.ac.za or visit the website of the Department, www.sun.ac.za/industrialpsychology. For updates about progress with the programme, follow the Department on Twitter @IPPsychologySU using the hashtag #PGDipSHRM

Department congratulates top students

The Department of Industrial Psychology congratulates Kendra Joubert for being the top master's student in the Department in 2020. Honours students Liam Whitfield and Marisha de Vos achieved top marks in Industrial Psychology 779, as did Andrea Leader in Human Resource Management 778.



KENDRA JOUBERT embarked on her master's degree after obtaining her undergraduate and honours degrees in Industrial Psychology at Stellenbosch University (SU) and completing the BPsych Equivalence programme.

"Helping individuals thrive in the workplace is one of my passions and Stellenbosch University was so pivotal in helping me realise what my passions were that deciding to register for a master's degree was a natural extension of my growth."

She believes Industrial Psychology brings immense value to the world at large.

"Working and earning a living to survive is a necessity everyone faces, and consequently people spend a significant portion of their lives at work. Industrial Psychology is (and should be) there to help optimise this experience and journey, both in terms of the bottom line – to support and grow the economy – and even more so, to develop and provide meaning and fulfillment to people."

During her time at the Department, she appreciated the passion of her lecturers, how students were encouraged to challenge existing thinking as well as their own, and always feeling welcome and accepted.

Kendra recently co-founded a company called YellowSpot, which is a BehaviorTech Innovation House & Venture studio. On the side she works as an independent contractor. Her long-term career goal is to build Yellowspot into a world-class venture studio with multiple successful businesses using their thinking and design.

Her advice to younger students is: "Don't be so hard on yourself. Instead of studying all night for a test the next day, rather get that extra bit of sleep. Things don't always go the way we hope or plan, but every single moment can be a lesson learned. Always stay true to yourself."

MARISHA DE VOS earned a Bachelor of Social Sciences at the University of Cape Town, majoring in Organisational Psychology and Psychology, before registering for an Honours degree in Industrial Psychology at SU. She is currently enrolled for her Master's degree in Industrial Psychology at Stellenbosch.

"After a few years of work experience, I became extremely motivated to become a registered Industrial Psychologist and a specialist in behavioural science. Earning my honours degree was the next step that I needed to take to reach that goal," she explains.

Whilst she found it challenging to adjust to online learning, she appreciated the support from and camaraderie between the honours students.

Her advice to younger students is: "Don't underestimate the power of a study buddy – bouncing ideas around in groups expands your thinking! Also remember to take everything one day at a time. The big picture can be quite overwhelming but if you break it down into smaller steps it makes tackling the challenges that much more doable."

LIAM WHITFIELD is also currently enrolled for his Master's degree in Industrial Psychology at SU after obtaining both his undergraduate and honours degrees at this university.

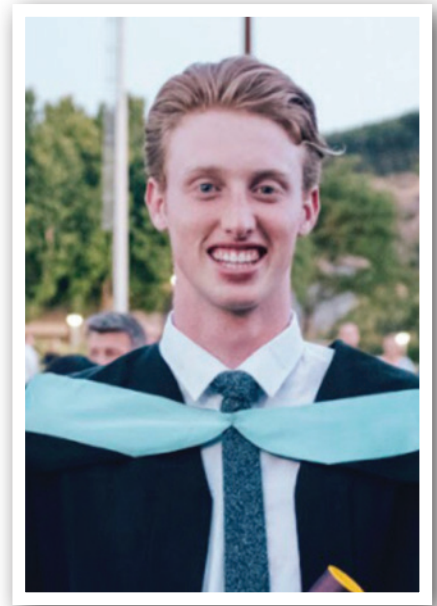
"Before I came to university, I identified Industrial Psychology as a field that I could potentially be interested in as career. It seemed like the perfect merger of two fields that I was interested in, namely, Business and Psychology. Therefore, after completing my undergraduate degree, the next logical step was to register for the honours programme.

"The Department's staff are very friendly and helpful, and the lecturers are particularly passionate about their fields. It is great to be able to learn from and interact with lecturers who have a deep and comprehensive understanding of their field."

According to Liam, the onset of the COVID-19 pandemic was a huge challenge.

"At the beginning of the year, everyone transitioned to online learning. Suddenly, learning was transformed and this, coupled with the stress and uncertainty that the pandemic brought, created a challenging environment in which one had to stay focused and work effectively."

His advice to younger students is not to rush to finish their qualification: "The road to becoming an Industrial Psychologist is a long one with many challenges. I think the reason I was successful was because I took a year off between my undergraduate and postgraduate degrees. The break gave me the energy to work really hard during my honours year. The other piece of advice I would give is just push through undergrad. Postgraduate study is a whole new world and is significantly more interesting. Undergrad is very much about the theory and learning the basics, whereas postgraduate studies give you a "sneak peek" into what you will be doing in your future career."



ANDREA LEADER obtained a Bachelor of Social Sciences at UCT, majoring in Organisational/Industrial Psychology, before registering for her honours degree at SU. She is currently completing her internship in Human Resources at a company operating in real-estate.

She has always wanted to enter a field where she could help people to enjoy their work, be more engaged and reach their full potential. She chose this honours degree because Stellenbosch offers such a rich set of courses which she feels are extremely valuable in the working world.

"The Department is really amazing. There was always someone willing to help and assist me throughout my entire honours journey. I was very grateful to be in a department with such highly respected lecturers who are rich in knowledge. I'd also like to thank Mr Marius Meyer, who has sadly passed away – he truly was an incredible lecturer."

She also said that she found it tough to study during times of great uncertainty.

"Due to the COVID-19 pandemic, we were sent home and had to adapt to online learning. It was quite a big adjustment for everyone and the uncertainty of not knowing whether we would complete our studies that year was a major concern."

Her advice to younger students is to find a good balance in all aspects of their life.

"Make an effort and find the time to take part in sport, socialise with friends, spend time with your family, etc. – whilst still working hard at your studies. There is already so much pressure placed on students to meet various work demands, but it is surprising how much more productive you can be if you find a good balance."





PhD thesis investigates concept of 'graduate talent'

After 15 years of working in the industry, PhD graduate Dr Jacques Pienaar returned to Stellenbosch University (SU) to continue his studies.

Dr Jacques Pienaar and Dr Michelle Visser, both from the Department of Industrial Psychology.

After obtaining his undergraduate degrees at SU, Dr Pienaar worked at AP-Moller Maersk – where he served as head of Maersk International Shipping Education, the company's graduate programme for Africa – and the Shoprite Group – where he was head of graduate recruitment.

"I've spent many years working in the field of graduate recruitment. Organisations all have a different idea of what graduate talent means and how to measure and predict it. I was very sceptical about many organisations' approach and started questioning their methodology for selection. This led to my study.

"I was looking for a more scientific approach to the selection process and what graduate talent actually means."

The topic of his thesis is "The development and validation of a graduate leader competency model".

Dr Pienaar received support from Stellenbosch University's Graduate School of Economic and Management Sciences (GEM). This unit in the Dean's office is responsible for the full-time PhD programme of the Faculty and provides a partially structured programme for full-time, residential doctoral education across all the departments of the Faculty, with the aim of broadening access to doctoral education in economic and management sciences.

"Without this bursary, I would not have had the financial support to embark on my PhD."

Two of his highlights were working with Prof Callie Theron, professor emeritus, and attending Coventry University's Centre for Trust, Peace, and Social Relations (CTPSR) summer school.

Embarking on a degree after 15 years of working in industry and studying at home while his friends were at work, posed some challenges. But, he says, it was worth it in the end.

I was looking for a more scientific approach to the selection process and what graduate talent actually means.

"I've always dreamt of earning my PhD. It happened later than I initially planned, but I've reached my goal!"

He believes there is further potential for research on this topic.

"My PhD only focused on one aspect of the graduate leader competency model. I would love to expand the other parts of the model and connect this to the model developed in the PhD study to create a more holistic picture of the psychological mechanism that describes and regulates graduate leadership."

Dr Pienaar now hopes to embark on an academic career and was recently involved in the development of a new module, called Human Capital Metrics, with the Department of Industrial Psychology (see Page 3).

IPS broadens horizons with new ventures

The Industrial Psychology Society (IPS) upholds the academic interest of students within the Department of Industrial Psychology by creating opportunities for them to gain knowledge of the field they are entering, in order to start building a career as early as possible. The IPS provides students with exposure to the working world through informative events, and by raising awareness of the fields of Industrial Psychology (IP) and Human Resources (HR).

During the first semester of the 2021 academic year, the IPS hosted a very successful online information session. Telisha Voges, chairperson of the IPS, explained that the purpose of this session was to inform students about the specifics of studying HR and IP, as well as about the work opportunities in IP and HR.

“We had three guest speakers. Tshepiso Latakgomo, an IP honours student and a former IPS chairperson, spoke about her experience as an undergraduate and postgraduate IP student. Dr Samantha Adams, a senior IP lecturer, provided students with valuable information about studying IP and HR, and outlined the programmes available to students after graduation. Mr Dirk Pretorius, who is an Industrial-Organisational Psychologist, HRM Consultant, Medico/Psycho-legal Practitioner, and a Medical Malpractice Mediator, discussed IP in the workplace. The session was well supported and was very interactive.”

The first semester of the Success Club 2021 has exceeded our expectations

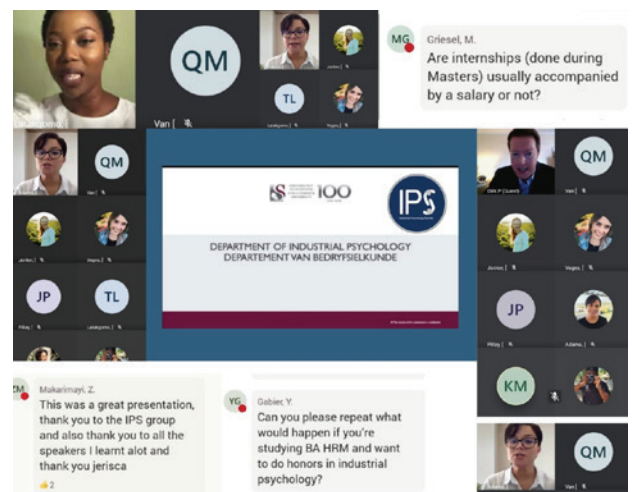
One of the society’s goals this year is to create a South African Board of People Practices’ (SABPP) student chapter at Stellenbosch University (SU).

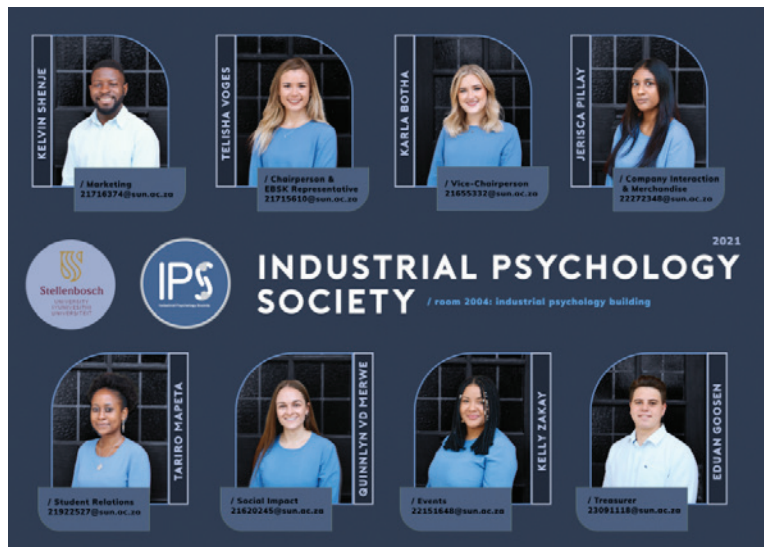
The IPS was also part of the Success Club during the first semester. This is a Blue Bus Community Ministries’ project, started by Dr Izanette van Schalkwyk. Students volunteer as facilitators and visit various schools in the Delft community each week. They present lessons based on the science of Positive Psychology, which aims to empower and equip students with life skills to succeed and cope beyond the classroom. The focus is on enabling learners who are striving to achieve ambitious goals in the future.

“There are currently 15 IP and Psychology students volunteering as facilitators, all of whom have played a huge role in making the first semester impactful and we are very proud of them. The students also participated in

training and feedback sessions with Dr Van Schalkwyk, which was a fantastic opportunity for everyone to learn from her and to share in her passion,” says Telisha.

“The first semester of the Success Club 2021 has exceeded our expectations and the development we have seen in both the learners and the facilitators has been incredible. The IPS is very excited to continue playing an active role in the Success Club during the second semester and hopes to make a permanent change in the lives of these learners.”





Graduates 2020

Masters' degrees completed

LUZIPO, PALESA YOLANDA. Psychological factors contributing to selection success in infantry reconnaissance training: an exploratory study. Study leader: GAJ VAN DYK

PIRIE, NATASHA. An investigation into the psychological characteristics that South African entrepreneurs attribute to the success of their businesses. Study leader: LT BAILEY

MAKHATHINI, THULILE NOKWETHEMBA. The influence of leadership, organisational climate, and the mediating role of trust on South African soldiers' willingness to deploy: an exploratory study. Study leader: GAJ VAN DYK

REEVES, ELIZABETH. The impact of selected front-end hotel managerial competencies on employee engagement: An exploratory study. Study leader: DJ MALAN

NZIMANDE, ZINHLE LONDIWE. Factors influencing counterproductive work behaviours of soldiers: an exploratory study. Study leader: GAJ VAN DYK

KLOPPER, FRANCOIS. The expansion, modification and empirical testing of a psychological ownership structural model. Study leader: CC THERON

STRYDOM, LISE-MAE (*cum laude*). An empirical evaluation of a primed-goal intervention on call center representatives in South Africa. Study leader: G GÖRGENS

FERREIRA, LIISA. Advancing group emotional intelligence through resonant leadership and exploring the effect on group effectiveness. Study leader: F VAN DER BANK

GRIESSEL, RIGARDT. Safety behaviour in high-risk industries. Study leader: T MARIRI

ESTERHUIZEN, NICHALE (*cum laude*). Measurement invariance of the PCQ-24 over ethnic groups in South Africa. Study leader: G GÖRGENS

MEYER, TANYA (*cum laude*). Exploring chronotype, conscientiousness, workplace flexibility and work overload within the job demands–resources model. Study leader: M BOONZAIER

PhD completed

PIENAAR, JACQUES. The development and psychometric evaluation of a graduate leader competency questionnaire. Study leader: CC THERON

Board exam

Seven interns successfully passed the board exam – which symbolically serves as a 'rite of passage' into the profession of Industrial Psychology – in June 2021. They are Francois Klopper; Kaylie Kriel; Andrea Bremert; Damian Terrance Perkins; Lisa-Mae Strydom; Nichale Carmen (Nicci) Esterhuizen and Anna Jacomina (Jana) Huysamer.

We welcome you as colleagues to the profession of Industrial Psychology.

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 "Go confidently in the direction of your dreams. Live the life you have imagined!"
 - Henry David Thoreau