

Department of Industrial Psychology

NEWSLETTER JUNE 2020

FROM THE CHAIR'S OFFICE

Towards solidarity in the global fight against Covid-19!

At the start of 2020 we never imagined that we would be faced with a global pandemic causing a health and economic crisis of enormous proportions leaving no country, industry or person unaffected. We are globally faced with self-isolation and lockdowns. Working from home has become an instant 'new normal' and remote digital teamwork and online teaching and learning are now the norm.

However, there is no personal map to navigate the uncharted territory of increased pressures, working while taking care of home schooling (and internet connections!) and balancing work deadlines with the unique domestic and economic demands facing each member of our team.

As we prepare our work context for the gradual return of staff and students, the future remains uncertain but what we have witnessed is that standing together is crucial during a time of social distancing. We have experienced that even our smallest actions as individuals can have great meaning, whether in the form of virtual 'happy hours' or sharing stories of compassion and purpose, all helping us to connect and move forward in times of crisis.

We further recognise that we are all working from home for a similar purpose, to protect our families and society at large and to ensure that our students complete their academic year successfully despite the Covid-19 pandemic. In this newsletter we share stories of how staff and students took up the challenge, built resilience and resumed academic activities amidst disruption. We welcome new staff members and two post-doctoral fellows to the team, and we say goodbye to contract staff who are furthering their professional careers and personal ambitions. We acknowledge



and appreciate our alumni achievements and we introduce you to our students who successfully completed their Master's degree in Industrial Psychology in 2019. We further share feedback on the timeous attendance of the World Conference on Online Learning and we showcase our Personal Mastery in Leadership Programme. We also introduce our first hybrid learning programme, the Postgraduate Diploma in Strategic Human Resource Management, designed with inputs from HR Directors, business executives and thought leaders, thereby ensuring a cutting-edge approach to HR best practices aligned to the realities and complexities of the new world of work.

We have reached the halfway mark in our academic calendar as we find ourselves in the first semester examination period. I want to take this opportunity to thank all our academic staff and especially our Faculty Blended Learning Coordinators who made this online assessment possible. I also wish all our students success with each assessment.

I trust that you will enjoy this newsletter – we have enjoyed reflecting and putting it together!

Please take care and stay safe.

In the rush to return to normal, use this time to consider which parts of normal are worth rushing back to. (Dave Hollis)

Prof Aletta Odendaal



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SU lecturer gives hope during COVID-19 pandemic



When Stellenbosch University (SU) decided to suspend classes and eventually close its campus due to the global COVID-19 pandemic, many students and staff felt overwhelmed and uncertain about their future.

However, Marius Meyer saw it as an opportunity to give people some hope and much-needed perspective and tips on how to cope during a global pandemic.

The SU lecturer in Strategic Human Resources Management at the Department of Industrial Psychology published a series of inspirational and helpful articles during the lockdown period in South Africa.

His articles cover topics such as **The Power of Reflection, Building Resilience, Working from Home, Employee Wellness, Need for Leadership, Self-Management** and **Workplace Readiness**, to name a few.

“I was hoping that the articles would give people some perspective on how to cope during a period of so much uncertainty, anxiety, stress and panic. People need some hope and direction in surviving this period of uncertainty and turmoil, looking after their health first, and then to continue living a life of survival, renewal and personal growth,” says Meyer.

He has been working in the Human Resources industry for over twenty years, and believes that one of the reasons why we are in this lockdown period is because the real needs of people have been put on the back burner for years.

“I’ve always been fascinated by the role of people in enabling businesses to be successful, hence my interest in the field of HR. I believe we must put people first and everything else will follow. That is the reason why we are in lockdown – for the first time ever we have to put people, their health and lives first.”

In addition to his daily inspirational articles on COVID-19, he also created a special discussion forum for his students about the pandemic. The platform allows his students to express their feelings and comment on any aspect of the crisis, while Meyer guides them to relate their discussions to their work as HR Management students.

“It has been wonderful for me to make the transition from traditional to online learning. Online learning presents a fantastic opportunity to use discussion forums in more innovative ways and to leverage the power of asking the right questions to really make students think and learn. As honours students in HR Management and Industrial Psychology, they must be empowered to first deal with COVID-19 while studying in lockdown, and secondly, I am preparing them to manage COVID-19 workplace programmes when they complete their studies by the end of the year.”

Meyer also encouraged people to reach out to others if they are feeling overwhelmed during this time and to write down tasks and goals to help them stay focused and positive despite the chaos around them.

He hopes that organisations and company leaders will become more people-centred and address the gaps in the way people are treated at work and society at large.

“The world will never be the same again. We are entering a new era. All of us need a radical new health and wellness paradigm shift in putting people and our health at the centre of society.”

CLICK HERE to read all the inspiring articles by Marius Meyer.

*Author: Rozanne Engel
(SU Corporate Communications)*

New lecturer excited about opportunity to pursue career in academia

The dream of pursuing a career in academia has finally come true for Ms Rolean Godfrey. After building her professional career at institutions of higher education, Ms Godfrey was appointed as a lecturer in the Department of Industrial Psychology at Stellenbosch University on 1 March 2020.



Ms Godfrey is part of the new Generation Academic Programme (nGAP), a collaboration between the Department of Higher Education and 26 public universities in South Africa that involves the recruitment of highly capable scholars as new academics. The nGAP programme covers a six-year period that includes a three-year development programme plus three years' induction.

"I am extremely excited about this opportunity and will be learning from the best," she says.

As an academic appointee at Stellenbosch University her responsibilities will be defined within the framework of teaching and learning, research, and social impact. Her goal is to strive for excellence in teaching and learning and to become an established researcher with a publication record.

Ms Godfrey completed her bachelor's degree in Psychology and her honours degree in Human Resource Management at the University of Johannesburg. She was then awarded a full international academic scholarship to complete her master's degree in Culture, Organisation and Management at the Vrije University Amsterdam.

"Most recently, I successfully completed an online certificate course in Data Analytics at the University of Cape Town with the aim of keeping abreast of

professional practice trends in big data and people analytics. I am registered as an HR Professional with the South African Board of People Practices."

Her academic aspirations are to become an established researcher with a publication record, to grow in teaching excellence through informed scholarship and professionalisation, and to share teaching and research knowledge with the view of enhancing communities.

In her opinion, students studying Industrial Psychology may one day be influential change agents in the management of employment and organisational relationships, identifying and resolving issues related to productivity and low morale within the workplace that may negatively impact the organisation's bottom line.

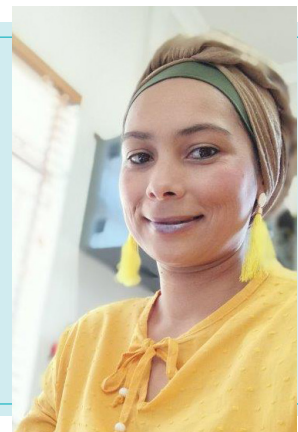
On a personal level, Ms Godfrey describes herself as adventurous at heart. She enjoys traveling to new places, meeting new people, and experiencing new cultures and cuisines.

"My mother is my greatest cheerleader. She has been a pillar of strength and inspiration in both my personal and professional life. There are not enough words that can express the love, honour and appreciation I have for my mother. I am so grateful for her ongoing love and support."

Welcome, Rahkeenah!

Rahkeenah Peters joined the Department of Industrial Psychology as Senior Secretary / Administrative Officer on 1 April 2020. She will render secretarial support to the Departmental Chair and administrative support to the Department's BPsych and PG Dip Strategic HRM programmes.

A word of thanks to Marie Malherbe who supported the Departmental Chair from January to March 2020.



Department welcomes FIRST POST-DOCTORAL FELLOWS

Postdoctoral research fellows make a substantial contribution towards meeting a department's research output and capacity development goals. They also enhance the internationalisation of Stellenbosch University (SU) and have the potential to strengthen international research collaboration networks.

In 2020, the Department of Industrial Psychology welcomed its first two international postdoctoral research fellows, Dr Serban Zanfirescu and Dr Enoch Teye-Kwadjo. We asked them a few questions:



Dr Serban Zanfirescu

On the second day after his arrival in South Africa, Dr Serban Zanfirescu went to the nearest shop to buy something to eat.

"The lady at the till asked about my wellbeing. Not knowing that it is very common in South Africa to ask how you are, I started to share the story of my life with her. Poor woman, I don't think she was expecting a 20-minute conversation!" says Dr Zanfirescu from Romania. He applied for the position at SU after obtaining his PhD in Occupational Psychology at the University of Bucharest.

What was the topic of your PhD?

The topic of my PhD was overtime work. Specifically, I had investigated cost benefit models of working overtime. I believe the interest in this topic emerged from observing how my peers worked as well as my own work behaviour. Therefore, I studied overtime work in organisational, industrial and medical contexts and investigated mechanisms of engaging in positive overtime in corporations. I further explored overtime work in relation to individuals performing in the health sector, one of the highest affected sectors when it comes to working overtime in Romania.

Why did you apply for a Postdoctoral Fellowship position at SU?

The first reason that comes to mind is my interest in Industrial Psychology. Secondly, South Africa has a multicultural and multi-ethnic society. Hence, the possibilities of understanding individual differences are vast. Thirdly, it offered me the opportunity to study and advance in IRT (item-response theories), a specific methodology used in investigating psychometric properties of assessments and inventories.

What will you focus on during your time here?

I will focus on studying IRT, especially Rasch analysis while working on several research papers. I will also focus on developing my skills in statistics and conducting research.

What do you hope to gain?

I hope to improve my skills in working with IRT techniques as well as analyse data R, a language and environment for statistical computing and graphics. I also hope to improve my skills in conducting research and writing papers. My time here as a postdoc enables me to expand my academic network which I look forward to after the COVID-19 lockdown. I expect that by the end of the year, I will have several manuscripts ready to be sent for review at national and international journals. More so, by establishing a long-lasting relationship with Stellenbosch University, I hope to collaborate on various future projects with the Department of Industrial Psychology in Romania.

Dr Enoch Teye-Kwadjo

Dr Enoch Teye-Kwadjo from Ghana is no stranger to Stellenbosch, having obtained his PhD at Stellenbosch University's Department of Psychology in 2014.

"I am a proud Matie," says Dr Teye-Kwadjo. "The skill set I acquired from my doctoral training here at SU is already bearing fruit in my home university, the University of Ghana. It not only enhanced my research output, but also helped to modernise and innovate my teaching and research supervision to the benefit of my students. My 'second coming' to SU has been largely informed by my previous experiences and my current affiliation with the Department of Industrial Psychology at SU has taken my admiration for SU a notch higher. The department is just home away from home."



What was the topic of your PhD?

Testing the theory of planned behaviour in predicting condom use in eastern Ghana: A three-wave longitudinal study. I had the rare privilege of having my doctoral dissertation supervised by a distinguished professor, Prof Ashraf Kagee, and an Oxford University trained doctor, Dr Hermann Swart.

Why did you apply for a Postdoctoral Fellowship position at SU?

I applied for a Postdoctoral Fellowship position at Stellenbosch University because I wanted to (a) acquire new research skill set for career progression and growth, (b) contribute to the research output of SU, and (c) give meaning to the internationalisation agenda of SU, which includes research collaboration among African academics. Besides, SU is our reliable "knowledge partner" and we just cannot leave her behind. She follows us wherever we go.

What will you focus on during your time here?

I am conducting a psychometric assessment of the Proactive Personality Scale and the Job Search Behaviour Scale, using Rasch measurement and structural equation modelling. I have other datasets to work on alongside the psychometric evaluation. I hope to produce four research manuscripts for publication during the period I will be with SU.

What do you hope to gain?

I hope to hone my advanced data analysis skills. I have an existing research collaboration with colleagues from SU and I hope to use my second coming to consolidate this collaboration. For example, some SU colleagues and I have collected data in Ghana aimed at assessing the cross-cultural validity of the African Career Interest Inventory (ACII) developed here in South Africa. I also hope to contribute to the research output of this department. I am available to assist SU graduate students who would need my services.

Overview: World Conference on Online Learning

Dr Samantha Adams, lecturer in the Department of Industrial Psychology and two Stellenbosch University (SU) colleagues, Prof Ronel du Preez (Vice-Dean: Teaching and Learning in the Faculty of Economic and Management Sciences) and Ms Magda Barnard (programme renewal coordinator at SU), attended the World Conference on Online Learning in Dublin at the end of 2019.

The conference's theme of "Transforming Lives and Societies" addressed key questions in especially the opportunities and problems associated with online learning in the changing education landscape. Presentations and keynote

addresses provided insights on some of the following questions: What is the future of online education? How can online education contribute to better futures? What is required to harness the potential of online education? What are the implications of online learning for educational leaders? How should governments and policymakers respond to online education?

The conference papers were of a very high standard and the workshops extremely helpful and meaningful. The SU representatives presented three papers (jointly and in collaboration with other colleagues), all of which were received

well and elicited interesting questions.

"We would like to acknowledge the financial support from the Faculty of Economic and Management Sciences, the Centre for Teaching and Learning (hosts of the SoTL conference where we won the best paper award with the prize to attend an international conference) and the NRF. We would also like to extend a special word of thanks to Marie Malherbe for the administrative support in the time prior to this visit," they said in their feedback report.

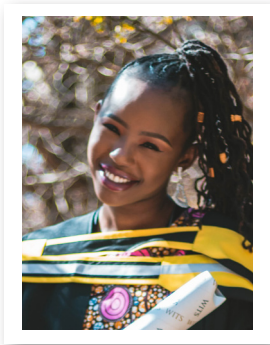
All the papers are available on the extensive conference website link https://wcol2019.ie/conference_papers.

Department says goodbye to three colleagues

The Department of Industrial Psychology recently said goodbye to three colleagues, although two of them are still connected to the Department as master's students. They shared something about their time at the Department with us:

MBALENHLE SEGOE

was an NRF intern from April 2019 to February 2020.



What did you learn during your time in the Department?

As an intern, I was able to gain administrative, research and marking skills, learn about assisting, planning, and executing an event, and many other skills. This Department taught me that building a good and healthy relationship with your co-workers is very important for your wellbeing. It was tough being alone last year, but the Department was very helpful and loving with everything.

Who will you miss most?

My colleagues. They were such a beautiful and kind family.

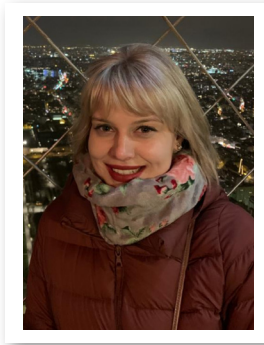
What are you doing now?

I am a master's student in the Department.

How do you feel about this change?

I am very excited. I am happy that I am still in the Department and will be working with my previous co-workers in a different way.

PETRO VAN ZYL served as the Assistant to the Chair of the Department for three years.



What did you learn during your time in the Department?

I have grown in a professional as well as a personal capacity. My interpersonal and communication skills have improved significantly and I have learnt to work well under pressure. I also had the opportunity to interact with students as a tutor and student assistant and I was privileged to lecture a module for a semester. I was given the opportunity to connect with other professionals and I made lifelong friends.

What will you miss most?

I will miss the collegiality – the chats in the passage, the conversations and laughs during tea-time and the social gatherings.

What are you doing now?

I am starting my Industrial Psychology internship at Eskom. After the successful completion of this 12-month internship, I will be able to write a board exam to register as an Industrial Psychologist with the Health Professions Council of South Africa.

How do you feel about his change?

I am excited to start learning how to practically implement the theory I have learnt during my studies. It is the last hurdle in my journey of becoming a registered Industrial Psychologist and I am eager to join the profession.

CARMEN GREEN worked as a professional programme administrator, assisting with administrative duties revolving around the BPsych Equivalence Programme (BPEP) and postgraduate special students. She is currently enrolled for the second year of her MCom degree.



What did you learn / during your time in the Department?

My time at the Department taught me how to manage my time. Being a student myself at the time, I had to balance work and student life. It taught me a lot about myself and showed me that one can accomplish so much more than one thinks.

Who will you miss most?

I will miss my colleagues the most. The relationships formed in one year were special. All my colleagues were truly caring and really made my year there enjoyable.

What are you doing now?

I am busy with my thesis and internship at Crowe DNA – a group of organisational development and human resources specialists – in Somerset West. Hopefully, I can finish both this year and register as an Industrial Psychologist next year.

How do you feel about his change?

This had always been in the pipeline for me. Thus, I knew I had to leave to finish my internship this year.

Personal Mastery in Leadership programme offers big benefits for businesses

In today's business world, leaders are faced with substantial demands, high expectations and an ever-changing environment. The Certificate Programme in Personal Mastery in Leadership, presented by the Department of Industrial Psychology, assists managers to build the sustainable leadership capacity required to be effective leaders of their work teams and organisations.

Since its inception in 2014, 157 participants have successfully completed this certificate programme. These participants include middle and senior level managers from a variety of organisations in the Western Cape, Gauteng, Northern Cape, Eastern Cape, Limpopo, and Mpumalanga, particularly in the agricultural, fishing, wine, manufacturing, motor, logistics, food-processing, professional services, ICT and packaging industries.

The programme, developed by Gert Scholtz of Scholtz Consulting and Prof Amos Engelbrecht, aims to assist managers to build the sustainable leadership capacity required to be effective leaders in today's business world.

The purpose of the programme is to introduce participants to a robust personal mastery-based leadership development framework, and the leadership development process is designed to incorporate multiple best-practice methods and development principles, including self-awareness, experiential learning, psychometric assessments, coaching, case studies, articles, journaling and textbooks.

"Self-awareness forms the backbone of the leadership development process. The degree of self-awareness has been clearly demonstrated by the participants' high-quality presentations of their personal leadership development plans to a 360-degree steering committee. The participants demonstrated the courage to admit their weaknesses, to change their behaviour and consequently to function outside their comfort zone," says Prof Engelbrecht.

"We use individual coaching to help participants prioritise what behaviour and skills to focus on when

creating personal development plans. The programme also focuses on moral intelligence and ethical leadership, which is crucial for managerial effectiveness by enhancing trust and developing an ethical culture in modern organisations."

The short course in Leadership is presented on NQF 7 level and entails a two-month programme consisting of 18 hours of workshops, three hours of individual coaching and approximately four hours of assignment work.

"The monthly coaching sessions on an individual basis for 12 months following the Certificate Programme in Personal Mastery in Leadership further enhance the implementation of their personal leadership development plans and facilitate the sustainable change in leader behaviour," adds Prof Engelbrecht.

The leadership development programme is presented by Prof Engelbrecht (course leader), Gert Scholtz (Scholtz Consulting), Lisa Bailey (course co-ordinator), Dr Samantha Adams and Prof Johan Malan. Dr Michelle Visser is responsible for the psychometric assessments in personality and emotional intelligence and the professional feedback of the psychological tests' results. Avdil Lackay plays a key role in the smooth administration of the programme.

On successful completion of the programme, participants receive a certificate from Stellenbosch University. For more information on the leadership programme, please email leadership@sun.ac.za or contact the Department of Industrial Psychology at +27 21 808 3012/3003.

Feedback from the field

/// Managers become team players. Communication, emotional intelligence, the ability to handle pressure and problem-solving skills improve. The quality of decision-making in the organisation has improved, managers take more ownership of their decisions and show more commitment and passion."
– Rob Wijnants, Financial Director. Endulini, Patensie and Kirkwood, Eastern Cape.

/// The Mastery in Leadership programme enables each individual to decide which positive characteristics they want to develop and which characteristics they want to work on. If employees understand themselves better, their emotional intelligence increases and they start to influence others through their behaviour, to the benefit of the business and themselves."
– Francois Malan, Managing Director of Ceres Fruit Growers (CFG)

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SU to launch new postgraduate diploma in Strategic Human Resource Management

Stellenbosch University's Department of Industrial Psychology will launch a new Postgraduate Diploma in Strategic Human Resource Management in January 2021. The programme will focus on the strategic competencies of HR leaders in delivering business value in pursuit of the overall business goals of an organisation.

The programme has been designed with inputs from top HR Directors, business executives and thought leaders, thereby ensuring a cutting-edge approach to HR best practices aligned to the realities and complexities of the new world of work. The PG

Diploma offers a development opportunity to graduates in any field seeking to augment their qualifications with core HR Management knowledge and skills as well as to examine the strategic application of the HR function in organisations.

The introduction of this postgraduate qualification will also facilitate the upward career mobility of middle managers in various disciplines requiring people management skills.

The Postgraduate Diploma in Strategic HR Management will be a programme with a modular/blended learning mode of delivery (physical and online contact) at the Stellenbosch University main campus. Students will be required to have online contact and to do independent self-study, assignments and application in a work environment. The duration of the programme is one year full time (8 modules) or two year part time (4 modules per year). Information and communication technology mediated lectures and discussion groups will be employed to facilitate the learning experience for students.

The unique value proposition of the programme is as follows:

- Its focus is strategic in ensuring that HR work is elevated to the strategic level in organisations by driving effective business strategy;
- Global, emerging market and local HR best practices

are integrated into the programme from a future world of work perspective;

- Individual and group online learning accelerates the learning and networking experience;
- All outcomes are applied in the workplace and culminate in clear outputs relevant to the workplace and presented and signed-off by a panel of experts;
- The content and outcomes of the different modules meet global best practices in HR Management, while also meeting the national HR standards of the SA Board for People Practices (SABPP);
- The programme is presented by top-level industry experts;
- An integrated assessment ensures that students obtain competence in all of the eight modules.

The programme will focus on four market segments:

1. HR practitioners who are interested to progress to HR Managers;
2. HR managers who are aspiring to become HR Directors;
3. HR directors who are keen to update their HR knowledge;
4. Line managers and other specialists who want to improve their people management skills.

The eight modules are: Strategic HR Management and Ethics; Strategic HR Development and Coaching; Talent Management; Employment Law; Employment Relations; Organisation Behaviour; Compensation Management; and HR Metrics.

The new Postgraduate Diploma in Strategic HR Management is currently in the final phase of development. The admission requirements are a first degree in any field, coupled with at least three work years' experience, including responsibility for any aspect of people management in the organisation, in addition to access to the Internet.

For more information, or to be added to the waiting list for follow-up, contact the Programme Administrator, Rahkeenah Peters at indpsych@sun.ac.za

Alumna returns to SU after PhD studies abroad

The most influential people in Dr Yolandi Fontaine's career, she recalls with a smile, were all individuals that have worked at Stellenbosch University's Department of Industrial Psychology.

Dr Fontaine, who obtained her master's degree in Industrial Psychology from Stellenbosch University (SU) in 2010, was appointed as a lecturer in the Department of Industrial Psychology at the Military Academy in Saldanha at the end of 2019. The Military Academy falls under the auspices of SU's Faculty of Military Science and specialises in the military domain.

The influential people were Prof Johan Malan, Dean of the Faculty of Military Science in 2002 and later Chairperson of the Department of Industrial Psychology (2007-2016), Prof Callie Theron, emeritus professor in the Department of Industrial Psychology, Prof Francois de Kock, and Dr Billy Boonzaier.

"I had no idea that I would become an industrial psychologist. After high school, I decided to join the South African National Defence Force, because I heard that one could study at state expense. However, in the second year of my military career, my career managers decided to send me to the Military Academy to study Military Management. After the first three months as a first-year student, I decided that the Military Management Programme was not for me. Thanks to the advice of Prof Malan, I decided to follow the Industrial Psychology Programme," recalls Dr Fontaine.

While she was writing a research proposal to find a scholarship/bursary to commence with a PhD, Prof Theron inspired her to do her research on Courageous Leadership.

"I studied this topic for six months and it was with this research proposal that I was awarded a 22-month scholarship at Ghent University," she says.

Prof Francois de Kock is an inspiration, because after his time at the Military Academy, he became a lecturer at the Department of Industrial Psychology at SU. Today he is a full professor at the University of Cape Town. He was also the South African supervisor of her joint PhD degree.

"Lastly, in 2010, I had no idea that I would want to become an academic. The promoter of my M thesis, Dr Billy Boonzaier, pushed to write an article from my thesis. When I applied for the (above-mentioned)

scholarship, having one published article in a peer-reviewed journal was precious, because this put me 'a cut above' the other applicants."

Dr Fontaine received a scholarship from the Erasmus Mundus Saturn Project to study at Ghent University, Belgium. In 2019, she received her joint degree PhD titled "Developing and Validating an Implicit Measure for Honesty-Humility" from the Department of Personnel Management, Work and Organizational Psychology, University of Ghent, and the Department of Organizational Psychology, School of Management, University of Cape Town.

As a lecturer at the Military Academy, Dr Fontaine teaches Research Methodology and Psychometrics, as well as Career Psychology.

"I think the Military Academy is a fantastic place to start an academic career. Whilst doing my PhD, I came to realise that I really enjoy conducting research. Therefore, I would like to further develop my research skills. Additionally, balancing the three roles of teaching, research and community engagement is important, therefore, I would like to align these three elements in such a way to mobilise (intellectual, financial, and human) resources to optimise what we, as a department, can offer the West Coast community."



Dr Yolandi Fontaine with Prof François De Kock at her PhD graduation ceremony, University of Cape Town.

Students respond to lockdown learning

Like all other Maties, Industrial Psychology students have had to adapt to online learning during the lockdown period. We asked them about their experience:

“// Thanks to Stellenbosch University we cannot complain about being bored seeing as we have more than enough work to do. I personally enjoy the online classes, and I love how much effort everyone has put into having the online platform work as seamlessly as possible. The main skill I have had to practise during this lockdown is self-discipline and not procrastinating.”

“// The support we, as students, receive from our lecturer is out of this world. He always makes it a point to reply to any query we have as soon as possible. I believe that online learning wouldn't really be as structured as it is if it weren't for our lecturers.”

“// I really feel that this approach towards learning is fantastic. I was able to do the class at my own pace and was able to re-listen or view a slide again if I needed to go back. The voice recordings were also very effective as I am someone who like to receive an explanation and not just simply read through the Powerpoint. The discussion forum with questions assisted me in gaining more knowledge of the topics discussed which I truly believe added value to my learning process.”

“// I have found your approach to online learning to be very effective. The use of Powerpoint, voice recordings and discussion forums have made it easy and enjoyable to engage with the class content. I also really enjoyed the fact that I could engage with the class work throughout the day rather than at a set time slot.”

Psychometrist sets sights abroad in Hungary with a full scholarship



Prof Wim Myburgh and Juan Teixeira

Juan Teixeira, an alumnus who studied in the Department of Psychology at Stellenbosch University and completed his BPsych Equivalence internship programme in 2016, has received a full scholarship to pursue a specialised master's degree in Hungary. The qualification is two years in duration and will comprise organisational theory, international human resource management, as well as coaching psychology. An international postgraduate degree of this nature adds significant value to his career and professional registration as a psychometrist with the HPCSA.

Department welcomes BPEP interns

The first intake of the 2020 BPsych Equivalence Programme (BPEP) includes: Robyn Burbidge, Megan van der Horst, Judy Helen Page, Casey Lyn Arthur, Caitlin Venter, Franco Gericke, Conrad Eloff, Flavia Beata Balios, Sumari van Dyk, Alice van Velden, Melanie Joan Herholdt, Kelsey Hanbidge, Kayla Hendricks, Tlhalefo Chendzimo Goodwill, Kimberley-Kate Wain, Angela Elizabeth Sedgwick, Chevan Clarke, and Elizma Suzaan Engelbrecht.

Research included in publication

Research that Dr Wim Myburgh, who retired from his position as coordinator of the BPsych Equivalence internship programme (BPEP) in 2018, and Dr Nicole Dodd, who completed the BPEP in 2016, worked on in that year has found its way into a publication: Dodd, N., Myburgh, W., Werner, J.L. & Mashatola, N.J. (2020 Forthcoming). Psychological determinants of military student success. In N. Dodd, J van der Merwe, & P. Bester, Contemporary Issues in South African Military Psychology. Stellenbosch: African Sun Media.

“As part of her internship we commenced with the research study and collected data from candidate officers. This provided an opportunity for other interns to administer/score/process findings,” says Dr Myburgh.

The assessed students and Dr Dodd were recognised at the Military Academy as the work stems from their time as students. She has since relocated to Canada where she works as an associate at Alice Rushing and Associates specialising in psychoeducational assessment and ADHD coaching.

Department of Industrial Psychology's successful graduates

The following students obtained their master's degrees in December 2019:

DE KOK, MARINUS BERTUS. Remediating unemployment through affirmative development: the validation of the prediction model and qualitative assessment of an employment accelerator programme. Study Leader: DJ MALAN

GROBBELAAR, ZAHN. A qualitative investigation of primary school teachers and their experience of illegitimate tasks in selected schools in the Cape Town Metro Central Educational District. Study Leader: SJ GOOSEN

DE KLERK, MARISSA. A psychometric evaluation of the measurement invariance and measurement equivalence of the basic traits inventory (BTI). Study Leader: CC THERON

KRIEK, AMOR GITA. Modification, elaboration and empirical evaluation of a psychological ownership structural model. Study Leader: CC THERON

REITZ, ISLARI. Modification and elaboration of the original Smuts (2011) explanatory intention to quit structural model and empirical testing of the modified and elaborated Reitz model. Study Leader: CC THERON

VAN DER BANK, SONJA. An investigation into the measurement invariance and measurement equivalence of the South African personality inventory across gender groups in South Africa. Study Leader: CC THERON

BOTES, PHILIP JACOBUS. The further development and evaluation of a generic individual non-managerial performance measure. Study Leader: CC THERON

MUNINGUA, ANNELISA. An explanatory study of work engagement among special needs teachers : the moderating role of job crafting. Study Leader: LT BAILEY

DE VILLIERS ADELAIDE. An examination of the factors that influence postgraduate students' intention to stay in higher education. Study Leader: SA ADAMS

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