



Department of Industrial Psychology

NEWSLETTER 2019

FROM THE CHAIR'S OFFICE

It is my absolute pleasure to invite you to read the 2019 Newsletter of the Department of Industrial Psychology.

This is a special newsletter as it is the first for me as Chair, and it provides the opportunity to share important news about staff, students and our community involvement projects, as well as to say goodbye to core staff members that contributed to the Department over several years and on numerous levels.

Looking back on a successful 2019, I want to congratulate all our undergraduate and postgraduate students that are graduating in December. Through hard work and dedication you have reached an important milestone and on behalf of the Department, we wish you success and fulfilment in your future career endeavours. For those that are advancing their studies, we look forward to welcoming you to the postgraduate orientation blocks in January 2020.

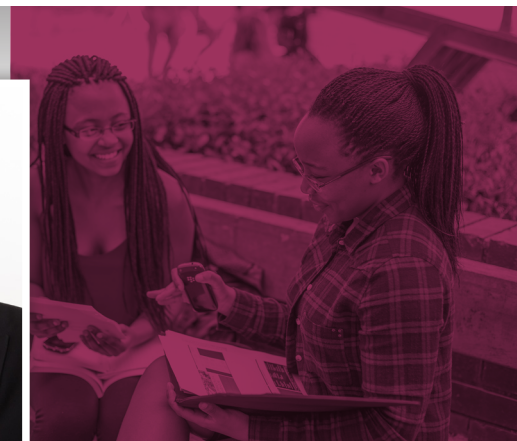
Key partners in the professional journey of our master's students in Industrial Psychology are our internship service providers. Thank you for your continuous support and professional supervision that contributed to excellent pass rates of our interns with the first exam opportunity. We have received extremely positive feedback regarding the level of preparedness of our students for the internship, which we acknowledge with huge appreciation. We, however, encourage continuous feedback to further enhance the development of all our students.

Lastly, my sincere appreciation to my colleagues, both academic and support staff, who have made reaching the outcomes for 2019 possible. Your commitment and passion for our department and respective professions have been instrumental and working together is what brought us success!

I wish all staff, students, alumni and business partners a well-deserved rest and a blessed festive season.

"A good life is: when you assume nothing, do more, need less, smile often, dream big, laugh a lot, and realise how blessed you are." (Unknown)

Prof Aletta Odendaal



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forward together · saam vorentoe · masiye phambili

Department says goodbye to three stalwarts

Three stalwarts of the Department of Industrial Psychology – **Prof Callie Theron (38 years)**, **Prof Amos Engelbrecht (38 years)** and **Mr Gawie Cillié (31 years)** – retired in 2018 after collectively spending more than 100 years teaching at Stellenbosch University.

However, their connection with Maties goes back even further than that. Profs Theron and Engelbrecht both earned all their degrees, including their PhDs in Industrial Psychology, at SU. Mr Cillié also earned all his degrees, including his MEcon (Industrial Psychology), at SU. His grandfather, Prof Gawie Cillié, was the first rector of the university.

Highlights

Among the highlights of his career at SU, Mr Cillié lists the development of the very successful Postgraduate Diploma in HIV/Aids Management. The development and expansion of Labour Relations to a subject in its own right on undergraduate and postgraduate level is also a personal highlight for him.

For Prof Engelbrecht, an important highlight was the introduction of the BCom/MCom (Psych) degree, the first professional degree in Industrial Psychology at SU, under his chairmanship. He also mentions the workshops in Diversity Management, developed in collaboration with Dr Henry Vos, and the short course in Leadership, developed in collaboration with Gert Scholtz.

“This course has been presented at various organisations and the feedback has been very positive,” says Prof Engelbrecht.



Mr Gawie Cillié at his farewell function.

According to Prof Theron, he always enjoyed the interaction with postgraduate students and the discussions they had around assignments, theses and research proposals.

“I love it when students develop an insight into and passion for the tangled complexities of fairness, adverse impact, learning potential and affirmative action.”

He also lists his involvement in the development of SIOPSA’s Guidelines for the Validation and Use of Psychological Tests and his research cooperation with Prof Hermann Spangenberg as highlights. Together they developed the Spangenberg and Theron Leadership Suite (S&TLS).

Changes over time

The subject field changed quite significantly during their tenure at Stellenbosch University.

“Ethics, fairness and ethical leadership gained more prominence and there was an increasing focus on cultural diversity and diversity management. Strategic human resource management and the social responsibility of industrial psychologists began receiving more attention. The scientific and psychometric standard of masters and doctoral theses increased thanks to the use of advanced statistical techniques and the quality of articles in accredited publications also improved,” says Prof Engelbrecht.

What do SU students offer?

According to Prof Theron, students who study Industrial Psychology should understand that the industrial psychologist or human resources manager should contribute to the core business of organisations.

“Students from this Department have an accurate understanding of what the task of an industrial psychologist entails and the theoretical and methodological knowledge to respond to business-related human resource problems and opportunities. They are motivated to make a positive contribution to South Africa and its citizens,” adds Prof Theron.

Important characteristics

Prof Engelbrecht believes the following characteristics are important for anyone hoping to follow a successful career in Industrial Psychology in the modern business world: High moral intelligence (integrity), high emotional intelligence and good communication skills, high cultural intelligence and an appreciation for cultural diversity, good powers of persuasion, compassion and empathy, the ability to be flexible and change-oriented and the ability to make a passionate contribution to the sustainability of organisations.

Future

Mr Cillié believes the future of Industrial Psychology will be determined by excellent teaching on undergraduate and postgraduate level. He is worried that the "Publish or Perish" culture leaves little time for teaching.

"Aristotle said: 'Educating the mind without educating the heart, is no education at all.' Is that still true today?" he asks.

What next?

They might be retired, but all three of them will continue their association with Stellenbosch University.



Prof Callie Theron (left) and Prof Amos Engelbrecht (right) with Prof Aletta Odendaal, chair of the Department of Industrial Psychology.

Prof Theron hopes to switch more and more of his time and attention to his own research and publications as his students complete their studies while Prof Engelbrecht wants to remain involved in the short course in leadership, while also focusing on research and publications. Mr Cillié still lectures at Stellenbosch University's Business School.



Photo credit: Anton Jordaan

Staff members of the Department of Industrial Psychology were invited to a farewell function for Profs Callie Theron and Amos Engelbrecht.

Thank you, Dr Wim

In 2018 Dr Wim Myburgh, affectionately known as Dr Wim, retired from his position as coordinator of the BPsych Equivalence internship programme.

The Internship Programme provides internship training to psychometrists within a managed programme, preparing them for registration with the Health Professions Council of South Africa as psychometrists in independent practice.

Dr Wim spearheaded the development of the programme in 2010 and coordinated the supervision and training of approximately 17 groups of psychometrists in training. Under his guidance and tutelage, 94.6% of interns from the programme passed the first exam opportunity. This has made the BPsych Equivalence internship programme one of the most sought after in the country. We extend our sincere thanks and appreciation to Dr Wim for his passionate and dedicated role as co-ordinator and his

wife Doreen Myburgh for the administrative support that ensured the programme ran smoothly. We wish them both a wonderful retirement filled with relaxation, fun, and family time.

We are pleased to inform that Dr Samantha Adams stepped into the role as coordinator of the BPsych Programme with the support of Ms Annemarie Jordaan as assistant coordinator. For more information on the BPsych Equivalence programme please contact Ms Annemarie Jordaan at prospych@sun.ac.za.



All the previous chairs of the Department of Industrial Psychology were present at Mr Gawie Cillié's farewell dinner.

They are Prof Amos Engelbrecht, Dr Willem de Villiers, Prof Johan Augustyn, Gawie Cillié, Prof Aletta Odendaal (current chair), Prof Callie Theron and Prof Johan Malan.

MR OTTO MISSES CAMARADERIE IN DEPARTMENT

Mr Anthony Otto recently retired from the Department of Industrial Psychology after 33 years. He was responsible for the maintenance of audio-visual technology and offering technical support to lecturers.

"I miss the camaraderie between colleagues in the Department as well as the students," he says.

One of his highlights of his time at Stellenbosch University was being able to pray for students who were struggling with exams. He is also grateful for the opportunity and inspiration he received to complete his matric. Mr Otto is currently involved in upliftment work in his community.



Mr Anthony Otto and Prof Aletta Odendaal

STAFF MATTERS

Meet the staff of the Department of Industrial Psychology



FRONT: Coreli Cillié, Dr Samantha Adams, Dr Billy Boonzaier, Prof Aletta Odendaal, Marietha de Wet, Prof Deon de Bruin and Petro van Zyl. SECOND ROW: Avdil Lakay, Lisa Bailey, Michelle Visser, Michèle Boonzaier, Carmen Green, Pamela Fortune and Marius Meyer. BACK: Susan Goosen, Francois van der Bank, Nomfundo Magala, Mbali Segoe and Tendai Mariri. INSERT: Prof Gina Görgens.



Prof Deon de Bruin (middle) delivered his inaugural lecture on 19 August 2019. The topic of his lecture was: "Measurement in Industrial Psychology: Advances in theory and practice". Prof De Bruin presents the following modules in the Department of Industrial Psychology: Research Methodology, Statistical Analysis and Psychological Test Construction. His research interests include psychological measurement, personality psychology and stress in the workplace. With him are Prof Ingrid Woolard, Dean of the Faculty of Economic and Management Sciences (left), and Prof Eugene Cloete, Vice-rector: Research, Innovation and Postgraduate Studies.

IN MEMORIAM

Prof Deon Meiring
June 21, 1967 - October 4, 2019

We would like to extend our condolences to the family and colleagues of Deon Meiring, a Professor of Industrial Psychology at the University of Pretoria. Prof Meiring is best known for his work on the South African Personality Inventory (SAPI) and his involvement with the Assessment Center Study Group (ASCG). In 2018 he received a special recognition award at the 38th Annual South African ASCG conference for his significant contributions to the science and practice of assessment centres in South Africa. His expertise as an industrial psychologist, researcher and cross-cultural practitioner made a considerable contribution to the field of psychology in South Africa. Apart from his professional expertise, Prof Meiring was a friend to his colleagues, always authentic and enquiring about the wellbeing of others. His death is a huge loss.



Samantha Adams becomes first candidate from StEM programme to receive her PhD

Working and studying simultaneously is not easy, but the Department of Industrial Psychology's Dr Samantha Adams successfully navigated this challenge to become the first PhD graduate from the Graduate School for Staff in Economic and Management Sciences (StEM) programme.

Dr Adams has been a lecturer in the Department for nine years and is currently teaching the modules Introduction to Psychometrics and Performance Dysfunction in the Workplace.

The StEM programme provides a structured framework within which academic staff can pursue their doctoral studies. It aims to support staff to complete their PhDs in a period of four to five years. Dr Adams was a member of the first cohort that started their research journey in 2014. In April 2019 she became the first member of that cohort to wear the red gown.

"The feeling is hard to describe. I did not anticipate that I would be as emotional as I was. It was a mix of emotions: relief, pride, gratitude and pure joy at achieving a goal I had set and worked hard to achieve. My parents never had the opportunity to go to university and in that moment, seeing their beaming faces in the crowd, the magnitude of what my achievement meant to me and to them was quite overwhelming. Years of sacrifice, hard work and perseverance were acknowledged in that brief walk across the stage."

Thanks to the support of the StEM programme Dr Adams was able to take a year sabbatical from her lecturing work so that she could focus on completing her PhD studies. Apart from the resources and funding opportunities made available to researchers, she also appreciated the opportunities for social interaction and support.

Her research studied the role of gamification in student engagement. Highlighting the potential of educational gamification for supporting and enhancing authentic learning experiences, Dr Adams says the aim of her research was to design an educational gamification platform to increase student engagement in learning activities.



"The findings of my study suggest that game elements – such as points, badges, leaderboards and levels – combined with thoughtfully designed learning activities can encourage and facilitate student engagement."

She would like to move her research into the training and development field and study how gamification could be applied in the human resources sphere. She would also like to start an interest group within Stellenbosch University.

"Elements of gamification are used in various courses at the university. If we can get people who are using game elements together, we could discuss strengths and weaknesses, clarify what the challenges are and find out where it is best suited."

After completing her PhD, Dr Adams was assigned the role of coordinator of the BPsych Equivalence Programme (BPEP). Through this programme, the Department supervises the training of intern psychometrists.

"All prospective psychometrists have to complete a 720-hour internship. We coordinate the process, help them find an internship if necessary and offer tutorials on a regular basis. In short, we provide the theoretical underpinning and create opportunities for practical application. Once they pass the board exam, these students become registered psychometrists (in independent practice) with the Health Professions Council of South Africa (HPCSA)."

See photo and more information about the BPEP on P12.

Marius Meyer receives honorary doctorate

Mr Marius Meyer, one of the country's top HR thought leaders and lecturer at Stellenbosch University's Department of Industrial Psychology, recently received an honorary doctoral degree from the Vaal University of Technology (VUT) for his contribution to advancing the human resource (HR) profession in South Africa and globally.

He has been an HRD practitioner, consultant, academic, board member and manager for the past 25 years and is registered as a Master HR Professional with SABPP. He was an advisory board member of the African Society for Talent Development and is a founding member of *Talent Talks*, South Africa's first talent management platform and magazine.

"A highlight of my career has been the period of employment as CEO of the SA Board for People Practices (SABPP), the HR professional and quality assurance body. My role at SABPP was to oversee the accreditation process of learning providers and universities, as well as building the HR profession with clearly-defined HR standards, audits and competencies."

Mr Meyer joined Stellenbosch University's Department of Industrial Psychology in 2018.

"The Department has such a rich tradition and it is an honour to be part of a leading team of academics building on the successes of our predecessors. Having worked very closely with HR managers in my previous positions, I am able to bring the voice of the HR manager into the Department, in addition to ensuring that the curriculum, teaching and research are aligned to best practices.

"Having visited hundreds of companies when working with CEOs and HR professionals in HR departments throughout South Africa and some other countries, in addition to liaising with all universities in South Africa, I am ideally positioned to achieve a good balance between theory and practice, while delivering and internally assuring quality in the process."

Mr Meyer believes students who study Industrial Psychology should have a positive mind-set about identifying and leveraging human potential. Similarly, though, they also need a risk mind-set to identify potential risks for employers during recruitment, selection and employment relations.

"A high level of emotional awareness and the ability to form, grow and maintain sound relationships with



people for the benefit of the business are of utmost importance. Most human issues are complex, thus problem-solving, systems-thinking, relationship-building and good people skills are all very important. Also, strong business acumen is essential in ensuring that all people practices add direct value to business performance."

To keep up with industry, the Department should work closely with professional bodies to ensure that all programmes are aligned with the needs and standards of industry and the profession, he believes.

"Working with professional bodies is key, because universities are responsible for the first three to four years of the individual's post-school life, while the professional body is the home of the professional for the next forty years. Moreover, the Department should adopt a more external focus by reaching out to organisations that are likely to employ our students. The success of any university lies in the success of students, not only during their examinations, but afterwards when they get employment, start a business and progress into more senior positions at work. Ultimately, the Department is an early career talent centre for the development of young HR and industrial psychology talent. Finally, we also need to contribute to innovation by ensuring that relevant scientific research is applied in industry, thereby contributing to the success of organisations."

Mr Marius Meyer (undergraduate and postgraduate) and Dr Samantha Adams (postgraduate) were the departmental winners of the Faculty of Economic and Management Sciences' 9th top lecturer competition sponsored by *Die Burger*.

Career guidance project turns attention to Vision 2021

After a successful second year, the team behind the social impact project “Overcoming Career Circumscription and Compromise” – which offers career guidance to Grade 9 learners in under-resourced communities – is now focusing its attention on its Vision 2021, which includes several exciting prospects.

The project is a joint effort between the Departments of Psychology and Industrial Psychology at Stellenbosch University (SU). In 2019, more than 80 students and staff members worked together to develop material and present workshops to provide career guidance to more than 1 200 learners in eight historically disadvantaged schools in Stellenbosch, Franschhoek and Delft.

It is funded by the Rupert Foundation as well as the Division for Social Impact at SU.

During the feedback session on 24 October, project leaders explained that with the shift in education to the Outcomes-based education (OBE) curriculum, one of the serious problems in the higher education system has been the lack of career guidance.

Because of adverse socio-economic conditions, many learners have limited perspectives of career options and the paths to achieve their career aspirations and are inclined to circumscribe and compromise (i.e., place limits) on their potential choices.

This intervention seeks to assist learners to, among other things, explore and identify their vocational interests and other career attributes, link their career

attributes to career choices and make informed decisions about their choice of senior school subjects. This is crucial during Grade 9 when the learners have to select their matric subjects.

According to one of the project leaders, Mrs Michelle Visser, it is also a great example of how the university's three focus areas – namely learning and teaching, social impact, and research – can work together towards a desirable outcome.

Postgraduate students get the opportunity to put theory into practice, the community benefits from the intervention and the project creates opportunities for research. Among other research outcomes, the project team wrote a chapter in the Springer Handbook of Innovative Career Counselling titled: “A Group-based Career Guidance Intervention for SA High School Learners from low-income communities”.

“We have big plans for this intervention and want to ensure its sustainability,” added Visser.

Vision 2021 includes plans to present workshops via SU's telematic services, translate the manual into Afrikaans and isiXhosa, develop an electronic version of the manual and expand implementation to Soweto via

“ I feel like the career counselling project gave us a glimpse of what Industrial Psychology really is, outside of just studying theory at undergraduate level. It made me realise that we are actually working with human beings, people with personal lives and feelings and people with futures. We as future industrial psychologists have an opportunity to have an impact on those futures.”
– Alé du Toit, student



Roleplayers and beneficiaries in the “Overcoming Career Circumscription and Compromise” project.

Photo credit: Anton Jordaan

a postgraduate research collaboration between SU and the University of Johannesburg.

With the learners who were part of the intervention in 2018 (when they were in Grade 9) heading towards Grade 11 next year, the team is also investigating the possibilities of a longitudinal study. This would entail follow-up sessions with learners who participated in the project last year and assisting them with further career guidance, focusing on study and career choices.

Mr Isaac Engel, vice-principal of Rosendaal High School in Delft, thanked the project team.

"Our community is in the grip of poverty and most parents can't afford

to send their children to a career counsellor. This project has the potential to change the learners' lives. We have a moral obligation to improve the current generation's circumstances and break the cycle of poverty. South Africa cannot afford another lost generation."

Priscilla Booysen, Director of the Rupert Education Foundation, mentioned last year that they are often confronted by the challenge of learners applying for bursaries without having the right subjects for the career they wish to pursue.

"Thank you for filling the gap," she added this year. "Your vision 2021 is spot-on."

"What really stood out to me was that this workbook and the people that reached out to these students showed them that there ARE opportunities out there and they CAN have a different life one day. Therefore, I believe this project did more than just help the learners to choose subjects, I believe it gave them hope for a brighter future, and that is something that their circumstances can't ever take away from them."

– Chevonne Klue, student

Project gives guidance to SciMathUS students

The Department of Industrial Psychology collaborated with Stellenbosch University's SciMathUS programme to offer career counselling to students that form part of this programme.

The Science and Mathematics at Stellenbosch University (SciMathUS) programme offers students from educationally disadvantaged circumstances across the country a second chance to qualify for higher education. Learners who have already passed Grade 12 (with an average of at least 60%) but who did not qualify for higher education, are offered another opportunity to improve their National Senior Certificate (NSC) results in specific subjects to enable them to reapply for university programmes.

According to Mrs Marietha de Wet, lecturer, they were approached by the programme managers to present a workshop for these students.

"Many of these students don't receive this type of counselling at school," she said.

Most SciMathUS students apply to study at SU, and one of the goals of this initiative is to open their eyes to degree options that they might not have considered previously or to inform them that the degree that they

have in mind might not be the best match for them.

The honours students in the Occupational and Career Psychology class developed workbooks and presented workshops to the students focusing on topics such as: Who am I? What are my interests, strengths and weaknesses? What are my goals? What resources are available to me?

Tips for applying to different tertiary institutions and information about bursaries were also included in the workbooks, while goal setting and the creation of an action plan were discussed during the workshop.

Psychometrist and Industrial Psychology interns assisted by presenting and marking aptitude tests. Each SciMathUS student then received an individual report discussing all this information.

"We were very happy to hear that all 95 SciMathUS students were accepted to study at Stellenbosch University," said Mrs De Wet.

Congratulations to the following students who passed the HPSCA board exam:

Chloé Kotze, Ryan Anderson, Marissa de Klerk, Charne Brynard, Manie Prinsloo, Tilani du Preez, Candice Seale, Braam Venter and Zander Nel.

Top students share their views about Industrial Psychology



The Department of Industrial Psychology congratulates **Ashleigh Nel and Chloé Kotze** on being the top honours and master's students respectively in 2018.



Ashleigh, who completed a BA degree in Human Resources Management at undergraduate level, is currently doing her MCom in Industrial Psychology while volunteering at Aitsa! aftercare centre on Fridays and working on an employee sustainability project for Food Lovers Market on a project basis.

"The project aims to enable blue-collar employees to eradicate poverty in their personal lives. It is really an exciting project and has taught me more than I could ever have imagined," she says.

Chloé completed an undergraduate degree in Social Dynamics – majoring in Economics and Psychology – as well as honours and master's degrees in Industrial Psychology at SU. She expanded her master's studies at Tilburg University in the Netherlands and is now living in Germany, where she works as an organisational psychologist/behavioural scientist for a Swiss-based company called SQN.

Why did you decide to study Industrial Psychology?

Chloé: Not wanting to major in either Economics or Psychology, I thought the best option would be to 'combine' the two and follow my future studies in Industrial Psychology. I could not be more grateful for this decision I made and as the years went by, I realised my absolute passion for this field, helping people and contributing to the development of people's potential. Additionally, being able to apply professional integrity and continuously explore novel avenues to develop the potential in people is what encouraged me to pursue this career.

Ashleigh: I am fascinated by people and human behaviour within the workplace. I find the dynamics of organisations really interesting and I have a specific fascination with team dynamics, leadership development on all levels of organisations and employee work engagement. I am equally passionate about the

development of South Africa, especially developing the potential skills and leadership capacities in communities. After weighing up the opportunities that Political Science, Psychology and Industrial Psychology offer, I realised that Industrial Psychology could provide that platform for working in business and making a social impact.

In your opinion, what value does Industrial Psychology bring to society at large?

Chloé: The development and ability to articulate insights into industrial psychology interventions and to comprehensively demonstrate that such interventions add value to individuals and contribute to a strategic competitive advantage. The value it adds is therefore directly or indirectly related to the development and management of people. In my opinion, and as an industrial psychologist, it calls for an entrepreneurial mindset to provide innovative solutions to business-related people problems and to be able to creatively contribute to this development with integrity and to make a difference to the potential of people.

Ashleigh: Optimisation of human behaviour is at the core of being an industrial psychologist. I believe that this is not only true within the business context but within society as a whole. I see the opportunity for IP to contribute meaningfully to facilitating a collaborative effort between businesses and the societal development that is needed. The socio-economic situation of employees has a significant impact on the bottom line of a business and there is such an amazing opportunity for IP to enable the optimisation of human capital through focusing on the socio-economic development of employees. This is my real passion within the IP space. My dream is to lift the ceiling of other people's potential. I want to leave a legacy of enabling others to reach their dreams, both within the corporate and social impact space.

The Industrial Psychology Society (IPS) represents the academic interests of all students in the Department of Industrial Psychology by means of a student representation system that strives towards accountability, inclusivity, transparency and meeting the needs of its fellow students.

James Conacher, 2018/2019 chair of the IPS and a final-year Industrial Psychology student, tells us more:

Tell us more about the activities the IPS was involved in

We hosted events such as the IPS EXPO, a talk at Pulp Cinema where a professional in the field of Industrial Psychology came and gave insight to the more than 60 students who attended the event, as well as a talk during Economic and Management Sciences (EMS) week. Our social impact activities were also a noticeable highlight of the year with the Success Club, Grade 9 Counselling programme and our various collaborations with the Stellenbosch Animal Welfare Society.

Please list some highlights of the past year

In general, I would say all our Social Impact projects were well supported and this was fundamental to our success over the term. Another highlight was our talk during EMS week. The theme was "What to expect in an interview". It was so well received that it even made rounds in the engineering faculty.

Why did you become involved and what did you gain personally by serving as chairperson?

I believe firmly in being passionate about everything I do. When I came to the university after my gap year, I wanted to do more than just simply "be". This led me to the IPS where I have now served two years. Personally, I gained a love for working with teams and a firmer understanding as to how the dynamics of others work. I also learned a lot from my team with regards to diligence, work ethic and determination.

Would you encourage students to serve on the IPS and why?

I have learned over the years that many students have so much untapped potential. I strongly urge anyone within the Department to step out of their comfort zone and apply. You learn so many things, meet incredible people and gain such valuable insight into the field of Industrial Psychology. It's hard work but it's so enjoyable; with the right time management and level of energy.



*The outgoing IPS 2018/2019.
In front: Chevonne Klue, Bianca Breytenbach, Suzette Smit and Rebecca Molenaar.
Back: Megan Dodds, Mia Griesel, Nadia Kleynhans and James Conacher.*

Who will serve on the committee next year?

It gives me great pleasure to announce the IPS 2019/2020. They are: Tshepiso Latakgomo, Catrien Dekker, Telisha Voges, Karla Botha, Candice-Jayne Oberholzer, Marné Groenewald, Bianca Adams and Michelle Karsten.

What message would you like to send to next year's committee?

Savour and enjoy every moment. The term flies by so quickly. You blink and suddenly you are "handing over the torch". Also, see the team as a unit and not separate portfolios. Each one of you is working towards a goal and if you adopt that mindset, you will achieve it.



One of the Social Impact projects initiated by the IPS included visits to the Stellenbosch Animal Welfare Society.

Information about the BPsych Equivalence Programme



The first intake of the BPsych Equivalence Programme (BPEP) in 2019 included Deidre Bester, Jacques Johan van der Merwe, Melissa Marichen Luckhoff, Nicole Claudia van der Berg, Matilda Pretorius, Wilmilee Putter-Du Plessis, Jennifer Twigg, Janine Susan Senekal, Carly Roberts, Kimberly Jae Carruthers, Helani Blom, Jeshua Walter Crous, Lu-Anne Tracy (Leonard) Oosthuizen, Gerrit Nieuwoudt Du Plessis, Linthon Mike Paulsen and Enja Schaap. They all wrote the HPCSA Board exam in October 2019 and from this group 15 students successfully passed the exam with an aggregate of 70% or higher.

Students forming part of the BPEP second intake in 2019.

BACK: Gugulethu Ndlazi, Mary-Ann Vegter, Yonda Jack, Wendy Philander, Yandri Brits and Miranda Mhloti Maswanganyi.

FRONT: Michelle da Costa, Edwin Marose Motsamai and Toinette Werth. Best of luck to them.

RESEARCH REPORT 2018

Journal Articles (Subsidised)

ADAMS SP, GORGENS G, DE KOCK F. Graduate Applicant Intentions and Behavioural Beliefs. *Journal of Personnel Psychology* 2018; 17(3): 131-142.

ENGELBRECHT AS, WOLMARANS J, MAHEMBE B. The effect of altruism and integrity on ethical leadership and organisational justice. *Management dynamics: journal of the South African Institute for Management Scientists / Bestuursdinamika* 2018; 27(4): 2-11.

Proceedings National

LATEGAN BW, PENTZ CD, DU PREEZ R. Initial validation of the materialism values scale (mvs) among South African emerging adults. *The Southern Africa Institute for Management Scientists (SAIMS) Conference, Stellenbosch, South Africa, The Southern Africa Institute for Management Scientists* 2018: 519-534.

Doctoral (PHD) Completed

VERMOOTEN N. Variance in employee engagement among public school teachers in the Western Cape province: An exploratory study. PhD, 2018. 447 pp. Supervisor: MALAN DJ. Co-supervisor: BOONZAIR W.

Masters Completed

BARRETT R. Influence of Self-Control, Risk-Taking, Manipulation and Integrity on Organisational Citizenship Behaviour. MCom, 2018. 141 pp. Supervisor: ENGELBRECHT AS.

BRYNARD CE. Development of a Leadership Behavioural Scale. MCom, 2018. 235 pp. Supervisor: ENGELBRECHT AS.

DEAN AE. The development of an innovation leadership programme. MCom, 2018. 113 pp. Supervisor: MALAN DJ.

GOUWS TL. Die verband tussen uitbranding en veerkragtigheid by onderwysers in Bloemfontein. MCom, 2018. 90 pp. Supervisor: DE WET M.

HATTINGH CJ. Development of a partial South African medical practitioner competency model. MCom, 2018. 193 pp. Supervisor: VISSER M.

KOTZE C. The elaboration, modification and empirical testing of the Spies burnout model. MCom, 2018. 231 pp. Supervisor: GORGENS G.

NOVEMBER ED. The effectiveness of a spatial playmaker method of creative problem solving: A pilot evaluation study. MCom, 2018. 294 pp. Supervisor: MALAN DJ.

SEALE C. Influence of machiavellianism, transparency and moral intelligence on integrity, leader effectiveness and organisational citizenship behaviour. MCom, 2018. 206 pp. Supervisor: ENGELBRECHT AS.

The Department of Industrial Psychology wishes its staff, students, alumni and partners a blessed festive season and prosperous 2020.