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| RESEARCH REPORT - 2013 |

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| ARTICLES PUBLISHED IN ACCREDITED JOURNALS |
| **BOONZAIER M, JANSE VAN RENSBURG Y, BOONZAIER B**. *The job demands-resources model of work engagement in South African call centres.* *SA Journal of Human Resource Management* 2013; **11**(1): 1-13.**BRITS N, MEIRING D, BECKER J**. *Investigating the construct validity of a development assessment centre.* *SA Journal of Industrial Psychology (Journal of Industrial Psychology)* 2013; **39**(1): 1-11.**DU PREEZ R**, STEENKAMP L, BAARD R. *An investigation into a peer module mentoring programme in Economic and Management Sciences.* *International Business and Economics Research Journal* 2013; **12**(10): 1225-1237.**GÖRGENS-EKERMANS G, HERBERT M**. *Psychological capital: internal and external validity of the Psychological Capital Questionnaire (PCQ-24) on a South African sample.* *SA Journal of Industrial Psychology (Journal of Industrial Psychology)* 2013; **39**(2): 1-12.**HILL C, NEL JA, VAN DE VIJVER FJR, MEIRING D, VALCHEV VH, ADAMS BG, DE BRUIN GP**. *Developing and testing items for the South African Personality Inventory.* *SA Journal of Industrial Psychology (Journal of Industrial Psychology)* 2013; **39**(1): 1-13.**MAHEMBE B, ENGELBRECHT AS, DE KOCK FS**. *A confirmatory factor analytic study of a self-leadership measure in South Africa.* *SA Journal of Human Resource Management* 2013; **11**(1): 1-10.**MAHEMBE B, ENGELBRECHT AS**. *The relationship between servant leadership, affective team commitment and team effectiveness.*. *SA Journal of Human Resource Management* 2013; **11**(1): 1-10.**MAHEMBE, B, ENGELBRECHT, AS**. A confirmatory factor analytic study of a servant leadership measure in South African. *South African* *Journal of Industrial Psychology,* 2013, 39(2): 1-8.**ROBYN A, DU PREEZ R**. *Intention to quit amongst Generation Y academics at higher education institutions.* *SA Journal of Industrial Psychology (Journal of Industrial Psychology)* 2013; **39**(1): 1-14.**SPANGENBERG HH, THERON CC**. *A critical review of the Burke-Litwin model of leadership, change and performance.* *Management Dynamics: Journal of the South African Institute for Management Scientists/Bestuursdinamika* 2013; **22**(2): 29-48.**THERON CC**. *Can the ideals of employment equity legislation be achieved by means of psychometric alchemy*? *Industrial and Organizational Psychology-Perspectives on Science and Practice* 2013; **6**(4): 414-497. |
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| PUBLISHED PROCEEDINGS INTERNATIONAL CONFERENCES |
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| **TERBLANCHE-SMIT M, DU PREEZ R, VAN HUYSTEEN L**. Advertising execution styles matter: a fear-based experiment on attitude, susceptibility, efficiency and behaviour. 16th Biennial World Marketing Congress, Melbourne, Australia, Academy of Marketing Sciences 2013: 125-134. |
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| PAPERS READ AT INTERNATIONAL CONFERENCES |
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| **STEYN R, GöRGENS-EKERMANS G.** *Optimism, self-efficacy and meaningfulness: towards a salutogenic model of occupational wellbeing.* Paper presented at the 13th European *Congress of Psychology*, Stockholm, Sweden, 9-12 July, 2013.**MALAN DJ, LAMBRECHTS A.** *The moderating effect of personality on the achievement of work-life balance and its effect on employee engagement*. Paper presented at the 13th European Congress of Psychology, Stockholm, Sweden, 9-12 July, 2013.**VISSER M, WILSON, S.** *A school mentoring model: an opportunity for engaged learning*. 5th International symposium on Service Learning. Stellenbosch, South Africa. 20-22 November, 2013.**ENGELBRECHT AS, MAHEMBE B**. *The influence of emotional intelligence on the attitude towards diversity: A South African study.* 1st World Conference on Personality, Stellenbosch, 19-23 March 2013.**MAHEMBE B, ENGELBRECHT AS**. *The relationship between servant leadership, organizational citizenship behaviour and team effectiveness*. Paper presented at the 13th European *Congress of Psychology*, Stockholm, Sweden, 9-12 July, 2013**MAHEMBE B, ENGELBRECHT AS, DE KOCK FS**. *A study to assess the factorial validity of the Revised Self-leadership Questionnaire on a South African sample*. Paper presented at the 13th European *Congress of Psychology*, Stockholm, Sweden, 9-12 July, 2013**VAN ZYL L, DU PREEZ R**. *Towards the development of a corporate social responsibility questionnaire*. Paper presented at the Summer Global Business Conference, Croatia, 2-5 October, 2013. |
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| PAPERS READ AT NATIONAL CONFERENCES |
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| **SWART DB, MALAN DJ**. *The development of an innovation leadership questionnaire*. Paper presented at the 15th Annual SIOPSA conference, CSIR, Pretoria, 29-31 July, 2013.**DU TOIT J., DE WET, M.** *The scope of bullying among nurses in a public hospital in the Free State. A mixed-method study.* Paper presented at the 15th Annual SIOPSA conference, CSIR, Pretoria, 29-31 July, 2013.**HEINE G, EMGELBRECHT AS, MAHEMBE, B**. *The influence of ethical leadership on trust and work engagement*. Paper presented at the 15th Annual SIOPSA conference, CSIR, Pretoria, 29-31 July, 2013.**MARITI T, DU PREEZ, R, MAHEMBE, B**. *The development of an impulsive buying behaviour structural model for high involvement products*. 25th South African Institute of Management Scientists (SAIMS) Conference, Potchefstroom, 2013.**MARIRI T, MAHEMBE B.** *The relationship between servant leadership, affective team commitment, citizenship behaviour and team effectiveness*. 25th South African Institute of Management Scientists (SAIMS) Conference, Potchefstroom, 2013. |
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| MASTER’S THESES COMPLETED |
| **BEUKES L**. *An investigation into the antecedents of intention and leadership performance in the agricultural sector of South Africa*. MComm, 2013. 144 pp. Supervisor: Du Preez R.**BEZUIDENHOUT C**. *The elaboration and empirical evaluation of a partial talent management competency model*. MComm, 2013. 238 pp. Supervisor: De Wet M. Co-supervisor: Theron CC.**BURGER DG**. *Costing conflict: A multiple case study approach to quantifying conflict in the mining industry of South Africa*. MComm, 2013. 233 pp. Supervisor: Cillie GG.**CHIKAMPA V**. *The development and empirical evaluation of an affirmative coaching competency questionnaire*. MComm, 2013. 207 pp. Supervisor: Theron CC.**DEHRMANN L**. *Predictors of examination success in the SAICA qualifying examinations: The moderating effect of expectancy theory dimensions*. MComm, 2013. 140 pp. Supervisor: Malan DJ.**FOURIE P**. *The impact of merger-related employee status on engagement, burnout and counterproductive work behaviour of employees in a South African commercial bank*. MComm, 2013. 159 pp. Supervisor: Malan DJ.**HEINE G**. *The influence of integrity and ethical leadership on trust and employee engagement*. MComm, 2013. 133 pp. Supervisor: Engelbrecht AS.**KALAMDIEN D**. *The nature and prevalence of workplace bullying in the Western Cape: A South African Study*. MComm, 2013. 186 pp. Supervisor: De Wet M.**KRIEL-HOLZKAMP J**. *Measurement Invariance of the second edition of the Fifteen Factor Personality Questionnaire (15FQ+) over different ethnic groups in South Africa*.. MComm, 2013. 209 pp. Supervisor: Görgens-Ekermans G. Co-Supervisor: Theron CC.**LAMBRECHTS A**. *The moderating effect of personality on the achievement of work-life balance and its effect on employee engagement*. *MComm, 2013. 159 pp. Supervisor: Malan DJ.****PRINSLOO J****. Modification, elaboration and empirical evaluation of the Burger learning potential structural model.. MComm, 2013. 343 pp. Supervisor: Theron CC. Co-Supervisor: Görgens-Ekermans G.****SWART DB****. The development of an innovation leadership questionnaire.. MComm, 2013. 164 pp. Supervisor: Malan DJ.****VAN ZYL L****. The development of a corporate social responsibility leadership questionnaire.. MComm, 2013. 106 pp. Supervisor: Du Preez R. Co-Supervisor: Theron CC.* |
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| INTERNSHIP SUPERVISION COMPLETED |
| **NICHOLS JD**. (PSIN 0125148). (Industrial Psychology Internship) Place of Internship: Work Dynamics. Monitoring psychologist: Me M de Wet.**SWART M**. (PS0060488). (Industrial Psychology Internship) Place of Internship: OK Furniture and House and Home. Monitoring psychologist: Me M Visser.**DE VILLIERS C**. (PSIN0125598). (Industrial Psychology Internship) Place of Internship: JCS Human Dynamics. Monitoring psychologist: Me M Visser.**HERBERT M**. (PSS01099830060488). (Industrial Psychology Internship) Place of Internship: BAT. Monitoring psychologist: Me M Visser.**BRITS N**. (PSS0109193). (Industrial Psychology Internship) Place of Internship: ESKOM. Monitoring psychologist: Me M Visser. |
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| COMMUNITY PROJECTS COMPLETED |
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| **GörGENS, G**. *Emotional intelligence training for undergraduate EDP students in the Faculty of Management Sciences and the Faculty of Natural Sciences of Stellenbosch University*. Stellenbosch**DE WET M, VISSER M**. *Vocational guidance for primary school learners*. Jan van Riebeeck Primary, Cape Town**VISSER M** Development of skills training courses for the Rachel’s Angels mentors. Rachel’s Angels Trust Media24, Cape Town**VISSER M**. Recruitment and selection of the Rachel’s Angels mentors. Rachel’s Angels Trust Media24, Cape Town**VISSER M**. Matching of the ideal mentor-mentee profile for the Rachel’s Angels project. Rachel’s Angels Trust Media24, Cape Town |