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| RESEARCH REPORT - 2015 |

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| ARTICLES PUBLISHED IN ACCREDITED JOURNALS |
| **ADAMS, S & DE KOCK, FS. (2015).** The role of salient beliefs in graduates’ intention to apply. SA Journal of Industrial Psychology, 41(1), 8 pages.**DU PREEZ, R & VAN ZYL, L. (2015).** Toward the development of a Corporate Social Responsibility Questionnaire: An adaptation of the LBI-2. *SA Journal of Industrial Psychology*, 41(1), 18 pages.**DU PREEZ, R. (2015).** Teachings from consumer behaviour applicable to higher education. *South African Journal of Higher Education,* 29(5), 140-155.**ENGELBRECHT AS, HEINE G, MAHEMBE, B. (2015).** The influence of integrity and ethical leadership on trust in the leader. *Management Dynamics: Contemporary Research*, 24(1): 2-10.**GÖRGENS-EKERMANS, G, DELPORT, M & DU PREEZ, R. (2015).** Developing Emotional Intelligence as a key psychological resource reservoir for sustained student success. *SA Journal of Industrial Psychology*, 41(1), 13 pages.**MAHEMBE, B, ENGELBRECHT, AS, CHINYAMURINDI, W, KANDEKANDE, LR. (2015).** A study to confirm the reliability and construct validity of an organisational citizenship behaviour measure on a South African sample. *SA Journal of Industrial Psychology*, 41(1): 8 pages.**PRINSLOO, J & THERON, C. (2015).** The modification, elaboration and empirical evaluation of the Burger learning potential structural model. *Management Dynamics*, 24 (4), 2-34. |
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| PUBLISHED PROCEEDINGS INTERNATIONAL CONFERENCES |
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| **No output in 2014**. |
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| PAPERS READ AT INTERNATIONAL CONFERENCES |
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| **ENGELBRECHT AS, WOLMARANS. J, MAHEMBE B.** The effect of ethical leadership on organisational justice, ethical climate and leader effectiveness. Annual Irish Academy of Management (IAM) Conference. Galway, Ireland. 2 - 4 September 2015.**ENGELBRECHT AS., HEINE G., MAHEMBE B.** The influence of integrity and ethical leadership on trust and work engagement. European Congress of Psychology. Milan, Italy. 7-10 July 2015.**GÖRGENS-EKERMANS, G., & BOERS, M.** Development and empirical evaluation of a Psychological Well-being at Work structural model. Paper presented at the European Congress of Psychology, 7 – 10 July 2015, Milan, Italy.**JORDAAN B, CILLIÉ G.** From silos to synergy: HRM and ER as two sides of the same coin. 17th ILERA World Congress, Cape Town, South Africa. 7 – 11 September, 2015.**LATEGAN, BW, DU PREEZ, R, & PENTZ, CD.** Drinking behaviour, alcohol motives and outcome expectancies of South African university students: A Social Marketing perspective. 14th International Congress of the International Association on Public and Nonprofit Marketing, 24 – 27 June 2015, Vitoria, Brazil.**MALAN, D.J., ROUX, S.M.** The implications of an empirical study of the career success of black South African employees for their career management. 14th European Congress of Psychology, Milan, Italy, 7-10 July 2015.**MALAN, D.J., SWART B.** The development and further refinement of an innovation leadership questionnaire. 14th European Congress of Psychology, Milan, Italy, 7-10 July 2015.**ROUX, S.M., MALAN, D.J.** The impact of positive organisational factors on the career success of black employees in the South African work environment. 14th European Congress of Psychology, Milan, Italy, 7-10 July 2015.**TEBLANCHE-SMIT, M, MARÉ, M & DU PREEZ, R.** Applying social marketing principles to an African village model for orphaned children. 14th International Congress of the International Association on Public and Non-profit Marketing, 24 – 27 June 2015, Vitoria, Brazil. |
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| PAPERS READ AT NATIONAL CONFERENCES |
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| **D'EMILJO, A & DU PREEZ, R. (2015).** Job demands and resources as antecedents of work engagement: A Diagnostic Survey of Nursing Practitioners. 17th Annual SIOPSA Conference, 27 – 29 July, Pretoria, South Africa.**GUSE JANSE VAN VUUREN, C, PENTZ, C. & DU PREEZ, R. (2015).** The influence of product knowledge, risk and involvement on wine purchase. 27th South African Institute of Marketing Science Conference SAIMS Conference, 30 August – 1 September, Cape Town, South Africa.**MALAN, D.J., ROUX, S.M.** The impact positive organisational factors on the career success of black employees in the South African work environment: An exploratory study. Empowering Development Conference at STIAS. Department of Industrial Psychology, Stellenbosch University, 17 July 2015.**THERON, C.C., BURGER, R, DU TOIT, B & PRINSLOO, J.** A summary of the Burger, Du Toit & Prinsloo affirmative development learning potential structural modelsEmpowering Development Conference at STIAS. Department of Industrial Psychology, Stellenbosch University, 17 July 2015.**VAN DER WESTHUIZEN, N. & BOONZAIER, B.** The Job-Demands Resources model: an application amongst audit firms in South Africa, 17th Conference of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA), Pretoria, 27 – 29 July, 2015 |
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| MASTER’S THESES COMPLETED |
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| **DE VILLIERS, C**. The relationships between emotional labour, the HEXACO personality traits, work engagement and burnout in the hospitality industry. M.Com. (Ind. Psych.), 2015. 142pp. Study leader: Dr B Boonzaier.**D’EMILJO, A.** Job demands and resources as antecedents of work engagement : a diagnostic survey of nursing practitioners. M Com. (Ind. Psych.), 2015, 183pp. Study leader: Prof R du Preez.**DU TOIT, A.** An evaluation of a possible increase in self-knowledge through a career counselling intervention for grade 11 learners in previously disadvantaged schools. M Com. (Psych.), 2015, 111pp. Study leader: Ms. M. Visser.**DU TOIT, D.** The development of an ethical integrity test. M.Com. (Psych), 2015. 157pp. Study leader: Prof AS Engelbrecht.**DU TOIT, M.** The influence of leader integrity on ethical leadership, interactional justice, leader trust and counterproductive work behaviour. M.Com. (Psych), 2015. 198pp. Study leader: Prof AS Engelbrecht.**FOUCHE, E.** The relationships between engagement, burnout and performance in an e-commerce retail company. M.Com. (Ind. Psych.), 2015. 133pp. Study leader: Dr B Boonzaier.**HERHOLDT, K**. Determinants of work engagement and organisational citizenship behavior amongst nurses. M.Com. (Ind. Psych.), 2015. 119pp. Study leader: Dr B Boonzaier.**JANSE VAN VUUREN, JJ.** The development of a partial school principal competency model. M.Com. (Ind. Psych.), 2015. 163pp. Study leader: Mr F van der Bank.**LANGENHOVEN, A.** How job demands and resources predict burnout, engagement and intention to quit in call centres. M.Com. (Ind. Psych.), 2015. 228pp. Study leader: M Boonzaier.**LATEGAN, BW.** Drinking behaviour, alcohol outcome expectancies, and drinking motives of South African university students: A consumer behaviour perspective. MCom (Marketing), 2015. 185pp. Study leaders Dr C Pentz & Prof R du Preez.**MAVROKORDATOS, A.** Cultivating creativity: the relationship between inclusive leadership, psychological safety, vitality, openness to experience and creative work engagement. M.Com. (Human Resource Management), 2015. 135pp. Study leader: M Boonzaier.**NELL, E.** Testing the Job Demands-Resources Model on nurses. M.Com. (Ind. Psych.), 2015. 120pp. Study leader: Dr B Boonzaier.**VAN DER WESTHUIZEN, L.** The development and empirical evaluation of a partial competency model of trainer-instructor performance. MCom (Industrial Psychology), 2015. 523pp. Study leader Prof CC Theron.**VAN DEVENTER, M.** The development and empirical evaluation of a work engagement structural model. MCom (Industrial Psychology), 2015. 340pp. Study leader Prof CC Theron.**WILBERS, L.** An investigation into the first-order factor structure of the personality and preference inventory normative (PAPI-N) on a relatively large South African sample. M.Com. (Ind. Psych.), 2015. 120pp. Study leader: Prof CC Theron. |
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| PHD COMPLETED |
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| **No output in 2015.** |
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| INTERNSHIP SUPERVISION COMPLETED |
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| **DAVIS, S.** (PSIN 0128457). OK Furniture, House and Home. Monitoring psychologist: Michelle Visser.**AUCAMP, L**. (PSIN 0134180) Power Construction & Sanlam. Monitoring psychologist: Michelle Visser.**NELL, E.** (PSS 0121398) Power Construction. Monitoring psychologist. Michelle Visser.**SWART B.** (PSIN 0113379). Industrial Psychologist Internship. Place of internship: Eurafruit Local (Pty) Ltd. Monitoring psychologist: Billy Boonzaier.**VAN DER WESTHUIZEN L.** (PSIN0134244). Industrial Psychologist Internship. Place of internship: The Human Route. Monitoring psychologist: Billy Boonzaier. |
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| COMMUNITY PROJECTS COMPLETED |
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| **GöRGENS, G.** Emotional Intelligence training for undergraduate EDP students in management sciences at SU.**VISSER M.** Development and presentation of skills training courses for the Rachel’s Angels mentors. Rachel’s Angels Trust Media24, Cape Town.**VISSER M**. Development of a leadership skills course for fourth year medical students. Presentation of course to 250 students in August as part of the “Doctor as change agent in communities module”. Faculty of Health Medicine and Health Sciences, Stellenbosch University. |
| **VISSER M.** Assistance with the organizational development project called the graduate attribute model for medical practitioners and associates. Faculty of Health Medicine and Health Sciences, Stellenbosch University. |
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