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| Research Report - 2012 |
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| JOURNAL ARTICLES (ACCREDITED) |
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| **GöRGENS-EKERMANS G., BRAND T.** Emotional Intelligence as a moderator in the stress-burnout relationship: a questionnaire study on nurses. *Journal of Clinical Nursing*, 2012, 21: 2275 - 2285. |
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| INTERNASIONAAL RESEARCH PAPERS |
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| **ADAMS S, DE KOCK FS**. *Explaining job applicants’ decision to apply: a theoretical review of cross cultural research and development of a model*. 21st International Congress of the International Association for Cross-Cultural Psychology (IACCP). Stellenbosch, South Africa, 2012.  **CARSTENS J, DE KOCK FS**. *The development of a firm-level diversity management competency framework*. 30th International Congress of Psychology (ICP), Cape Town, South Africa, 2012.  **DE KOCK FS, BORN MPH, LIEVENS F**. *Explaining individual differences in the accuracy of interviewer ratings: a social-cognitive intelligence approach*. 30th International Congress of Psychology (ICP), Cape Town, South Africa, 2012.  **DE WET M, DU TOIT MK.** A Phenomenological study of the experience of victims of bullying in the workplace in South Africa. 8th International Conference on Workplace Bullying and Harassment-Future Challenges, Copenhagen, Denmark, 2012.  **DU PREEZ R, TERBLANCHE-SMIT M, VAN ZYL, L.** Exploring brand love versus brand liking. 30th International Conference of Psychology. Cape Town. 22-27 July 2012.  **DU PREEZ R, YOUNG G, GREENHALGH B, MACMASTER L, FANELLA B, WAGENER W.** Toward a 3rd Generation Transition Pedagogy: Enablers and Challenges. 25th International Conference on the First Year Experience, Vancouver, Canada. 16 – 19 July, 2012.  **EMSLEY L, MALAN DJ.** *The social anxiety spectrum and work limitations among managerial level employees.* Paper delivered at the 30th International Congress of Psychology, Cape Town, South Africa, July 2012.  **HAUPTFLEISCH DB, DE KOCK FS**. *The moderating effect of interview structure on racial similarity effects in simulated interview ratings: A multilevel study*. 30th International Congress of Psychology (ICP), Cape Town, South Africa, 2012.  **HERBERT M. GöRGENS-EKERMANS, G.** Psychological Capital and Employee Well-being: The Moderating Role of Psychological Capital in the Stress-Burnout Relationship. Paper presented at the 30*th International Congress of Psychology (ICP)*, 22 - 27 July, Cape Town, South Africa, 2012.  **MAHEMBE B, ENGELBRECHT AS.** *Servant leadership: Measurement and a cross-cultural perspective.* Annual congress of the International Association for Cross-Cultural Psychology *(IACCP)*, Stellenbosch, South Africa, 2012.  **MAHEMBE B, ENGELBRECHT AS.** *The relationship between servant leadership, affective team commitment and team effectiveness.* Annual International Congress of Psychology *(ICP)*, Cape Town, South Africa, 2012.  **MALAN DJ.** *Promoting positive job attitudes through core self-evaluations in a South African agricultural context*. Paper presented at the 21st International Congress of Cross-Cultural Psychology, Stellenbosch, July 2012.  **ROBYN A, DU PREEZ R.** Intention to Quit among Generation Y academics at Higher Education Institutions. 30th International Conference of Psychology. Cape Town. 22-27 July 2012.  **STEYN R. GöRGENS-EKERMANS G.** Optimism, self-efficacy and meaningfulness: towards a salutogenic model of occupational wellbeing. Paper presented at the 30*th International Congress of Psychology (*ICP), 22 - 27 July, Cape Town, South Africa, 2012.  **VAN TONDER R, MALAN DJ.** *Non-remuneration predictors of intention to quit among personal financial advisors*. Paper delivered at the 30th International Congress of Psychology, Cape Town, South Africa, July 2012.  **VILJOEN HH, DE KOCK FS**. *Human capital return-on investment in South African companies listed on the Johannesburg Stock Exchange.* 30th International Congress of Psychology (ICP), Cape Town, South Africa, 2012. |
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| NATIONAL RESEARCH PAPERS |
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| **DE KOCK FS**. *Human Capital ROI measurement: HR trends and implications for HR in the Western Cape*. SA Board for People Practices (SABPP) Regional Summit “HR Excellence in the Western Cape”. Wallenberg Conference Centre, Stellenbosch Institute for Advanced Study (STIAS), Stellenbosch, 2012.  **DE VILLIERS CM, DE KOCK FS**. *Demographic similarity effects in assessment centre ratings: An investigation of assessor bias in a South African context*. 32nd Congress of the Assessment Centre Study Group (ACSG). Spier, Stellenbosch, 2012.  **ROODT G, DE KOCK FS, SCHLEBUSCH S**. *The lesser of two evils – can companies afford not to test*? 32nd Congress of the Assessment Centre Study Group (ACSG). Spier, Stellenbosch, 2012. |
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| MAGISTER THESES COMPLETED |
| **BADENHORST M**. *The relationship between actual pay and pay satisfaction: The moderating effect of expectancy theory dimensions*. M.Com. (Psych.), 2012. 119pp. Study leader: Mr FS de Kock.  **BURGER R.** *Elaboration and empirical evaluation of the De Goede learning potential structural model.*MComm (Psig). 2012. 255 pp. Supervisor: Prof CC Theron. Co-Supervisor: Dr. G Görgens-Ekermans.  **CROUSE A**. *The influence of rater-ratee personality similarity on task-oriented job performance ratings*. M.Com. (Psych.), 2012. 127 pp. Study leader: Mr FS de Kock.  **DE VILLIERS CM**. *The influence of demographic similarity in assessment centre ratings*. M.Com. (Psych.), 2012. 124 pp. Study leader: Mr FS de Kock.  **HAUPTFLEISCH DB**. *A multilevel investigation of demographic similarity effects on interviewer ratings in selection interviews*. M.Com. (Psych.), 2012. 159pp. Study leader: Mr FS de Kock.  **ROBYN A.** *Intention to quit among Generation Y academics at higher education institutions*. MComm (Psig). 2012. 154pp. Supervisor: Prof R du Preez.  **RYAN S**. *The relationship between leader behaviour and team member perceptions of role clarity, shared vision, cohesion and mutual trust*. M.Com (Psych.) cum laude, 2012. 162pp. Study leader: Mr FS de Kock.  **VILJOEN HH**. *Human Capital Return-on-Investment (HCROI) in South African Companies listed on the Johannesburg Stock Exchange (JSE)*. M.Com (H.R.M.), 2012. 216pp. Study leader: Mr FS de Kock. |
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| INTERNSHIP SUPERVISION |
| **BRAND L**. (PSS). (Psychometrist Internship) Place of Internship: Equinox. Monitoring Psychologist: Dr Wim Myburgh.  **BRITS NM.** (PSS 0109193). (Industrial Psychology Internship) Place of Internship: Eskom. Monitoring Psychologist: Michelle Visser.  **ERLANK M.** (PSS). (Psychometrist Internship) Place of Internship: Work Dynamics. Monitoring Psychologist: Dr Wim Myburgh.  **HELM K.** (PSS). (Psychometrist Internship) Place of Internship: Competence SA. Monitoring Psychologist: Dr Wim Myburgh.  **KLOPPERS l.** (PSS 0105708)(Industrial Psychology Internship) Place of Internship: Old Mutual. Monitoring Psychologist: Michelle Visser.  **LOTTER M.** (PSIN 01214444) (Industrial Psychology Internship) Place of Internship: Work Dynamics. Monitoring Psychologist: Michelle Visser.  **MOODLEY D**. (PSS). (Psychometrist Internship) Place of Internship: Foschini. Monitoring Psychologist: Dr Wim Myburgh.  **MOUTON S**. (PSS). (Psychometrist Internship) Place of Internship: Psymetric. Monitoring Psychologist: Dr Wim Myburgh.  **MOUTON T**. (PSS). (Psychometrist Internship) Place of Internship: Edcon. Monitoring Psychologist: Dr Wim Myburgh.  **MULLER O**. (PSS). (Psychometrist Internship) Place of Internship: Camino. Monitoring Psychologist: Dr Wim Myburgh.  **POUWELS H**. (PSS). (Psychometrist Internship) Place of Internship: Psymetric. Monitoring Psychologist: Dr Wim Myburgh.  **ROBERTSON T.** (PSS). (Psychometrist Internship) Place of Internship: Camino. Monitoring Psychologist: Dr Wim Myburgh.  **ROBYN A.** (PSIN 0121584). Industrial Psychology Internship). Place of Internship: Shoprite-Checkers. Monitoring Psychologist: Michelle Visser.  **SNYMAN JM**. (PSS). (Psychometrist Internship) Place of Internship: Edcon. Monitoring Psychologist: Dr Wim Myburgh..  **VAN DER MERWE E.** (PSS). (Psychometrist Internship) Place of Internship: Consol. Monitoring Psychologist: Dr Wim Myburgh.  **VAN ROOYEN E**. (PSS). (Psychometrist Internship) Place of Internship: Work Dynamics. Monitoring Psychologist: Dr Wim Myburgh.  WILLEMSE N. (PSS). (Psychometrist Internship) Place of Internship: Capfin. Monitoring Psychologist: Dr Wim Myburgh. |
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| COMMUNITY PROJECTS COMPLETED |
| **DE WET M, VISSER M**. Career guidance for primary school learners. Primary School Jan van Riebeeck, Cape Town.  **VISSER M.** *Skill development courses for Rachel’s Angels mentors*. Media 24, Cape Town.  **VISSER M**. *Selection of mentors for Rachel’s Angels*. Media 24, Cape Town.  **VISSER M.** *Fitting for the ideal mentor-mentee teams for Rachel’s Angels. Media 24, Cape Town.* |