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**SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA**

## Message from the Chair

Issue 2, March 2007

Dear SIOPSA Member,

**Welcome** to the first Update of 2007. May you share an exciting and very successful year with us.

This year started at an energetic pace and by the time you read this we would have already had one **regional event** with an international speaker (Gauteng) and would be gearing up for the next exciting event in the **Western Cape** on the very popular topic of **Consulting Psychology** on **13 March 2007**. Please visit the SIOPSA website for a preliminary calendar of events for each region should you wish to plan for upcoming events. Plans are progressing well to have at least two additional international speakers at regional and interest group events this year.

During the first quarter of this year, the SIOPSA Executive will pay specific attention to a number of issues and events, some carried over from 2006 and others focused on adding significant value for members in 2007.

After comprehensive input from SIOPSA on the **Guidelines on Computer based Assessment** in 2006, we were concerned to note that the Board did not include any of the recommendations made by SIOPSA members. We have, to date, not been able to get any comment from the Board on why none of our recommendations were included. We hope to provide you with more feedback in this regard during the 2007 conference.

As always, the **SIOPSA Conference** is a major event for members. We are busy with the arrangements for this year's conference and I sincerely hope that you have already diarised the dates 13 - 15 June 2007. As always the conference will be held at the CSIR ICC in Pretoria. The program and online registration facility will be available on the SIOPSA website from mid-April 2007.

As mentioned in previous communications, **Professor Shalom Schwartz** will be addressing the conference on Values. SIOPSA is excited to have provided some funding for local research in this area which we hope he will be able to share with us during the conference.

As part of our efforts to build relationships with international organisations, we are in final discussions with the British Psychological Society's (**BPS**) Division for Organisational Psychology to sign a comprehensive Memorandum of Understanding with SIOPSA. **Eugene Burke** (Chair of the Division, 2006) will be joining us as the second international keynote speaker to represent the BPS and to sign the agreement.

At this stage you should have received a **Call for Papers**. Click [here](#) to download a copy.

The **Consulting Psychology** interest group will receive specific attention during this year's conference. The conference program will include specific topics relating to Consulting

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Psychology and papers from this interest group will feature in a number of sessions.

**CPD Service Provider** registration for SIOPSA is pending and, once approved, will allow conference delegates the opportunity to claim the following Continuing Education Units (CEU) for the conference and workshops:

- > Between 3 and 4 Units (level 1) per workshop attended;
- > Between 6 and 8 Units (level 1) per conference day attended; and
- > 10 Units (level 2) for all first presenters/authors of a paper/poster at a congress/refresher course.

Please remember to note the date and time for the AGM during the conference. During this AGM we will discuss a number of constitutional amendments and will vote in a **Chair-elect** (to fulfil the role of Chair in 2008). We would like to encourage you to consider who you believe will be suitable to manage the Society in the future and make a nomination. [Nomination forms](#) are available on the SIOPSA website.

**Thank you** once again to everyone who contributed to this Update. All the members of the executive, regional committees and interest groups provide their time to SIOPSA on a voluntary basis. You are doing an exceptional job. Thank you.

Best regards

*Fred Guest*  
*Chair*

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**SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA**

## SIOPSA Portfolio Update

Issue 2, March 2007

The 'Communication' Portfolio

### **Results of the 2006 SIOPSA Member Survey**

#### n The Purpose

In October 2006, SIOPSA distributed a survey to the 461 members listed in its database. The purpose of the survey was to understand members' needs, preferences and expectations in order to render the efforts of the Society for Industrial and Organisational Psychology of South Africa more attuned and responsive to the needs of the community to whom it caters.

#### n The The Research Approach

The member questionnaire was deployed online. E-mails, including a link to the online questionnaire, were sent to 461 members inviting them to participate. The SIOPSA Executive Committee offered an incentive to members by offering free attendance to the 10<sup>th</sup> Annual SIOPSA Conference in 2007 to two members who completed the questionnaire before 15 November 2006.

#### n The Response Rate

Responses were received from 143 of the 461 members to whom the survey was sent. This constituted a 31.01% response rate. Not all members answered all the questions. The highest response rate for a single question included answers from 143 members or 31.01% of the sample while the lowest response rate received for a single question included answers from 119 members or 25.81% of the sample.

#### n Highlights of the Survey Results

Please click [here](#) for a summary of the highlights from the 2006 SIOPSA Member Survey.

### **Announcement of the Winners of the 2006 SIOPSA Member Survey**

The SIOPSA Executive Committee is pleased to announce that the two members who have won free attendance to the 10<sup>th</sup> Annual SIOPSA Conference from 14 – 15 June 2007 are:

Mrs Cecilia Meyer; and  
Mrs Babette Barnard

Congratulations to you both!

*Ameetha Garbharran*

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### The 'Represent' Portfolio

#### **Representation: HPCSA**

Members will recall that SIOPSA submitted comments to the Professional Board for Psychology regarding the proposed re-classification of psychological tests as well as the guidelines for computerised testing. SIOPSA's comments were based on inputs from delegates who participated in a practitioner's forum held on 9 June 2006 at the SIOPSA conference as well as on the inputs from a task group mandated by the AGM (full submission available on SIOPSA's website). At this forum there was unanimous agreement that a holistic and systemic approach should be followed to integrate the guidelines on computerised testing into the proposal on the re-classification of psychological tests.

In December 2006 we were informed that the guidelines for computerised testing had been approved with no changes to the original document. SIOPSA requested a copy of the minutes of the meeting where the comments received from different stakeholders were discussed to obtain clarity on why the proposals we submitted were not taken into account. In January 2007 we received a response indicating that minutes of meetings only reflect the final decisions taken and that the Professional Board for Psychology can not adhere to our request for detail on discussions around the submissions. As the Executive, we are extremely concerned that the proposed guidelines were accepted without considering the proposals made by different stakeholder groups and we, therefore, question the lack of collaboration and transparency of the process.

SIOPSA fully supports the need for best practice guidelines on computerised testing but the proposed guidelines currently do not differentiate between operating within a medical testing model versus an industrial and global testing environment. The guidelines further presuppose that all assessments are conducted on an individual, unstructured level with the emphasis on diagnosis whereas most assessments in industry are structured and are conducted in groups. The Executive is currently in consultation with the Advisory Committee to determine the impact of the current guidelines for industrial psychology. Members will be kept informed on the progress.

It is, however, important to open our communication channels with members regarding these guidelines to enable the Executive to represent the opinion of Industrial Psychologists to the Board. Please forward your inputs and concerns regarding the current guidelines to [siopsa@worldonline.co.za](mailto:siopsa@worldonline.co.za) for attention Aletta Odendaal as a matter of urgency.

#### **Representation: Division of Organisational Psychology – BPS**

As mentioned previously, SIOPSA is in final discussions with the Division of Organisational Psychology of the British Psychological Society.

The possible Memorandum of Understanding (MOU) has tangible value to SIOPSA. The signing of this agreement with the Division of Organisational Psychology will allow SIOPSA members access to a number of facilities. Among these are the POW! Magazine at a special rate, access to the Division's new website ([www.pow-bps.com](http://www.pow-bps.com)) as well as to work the BPS are now embarking on to promote occupational psychology in various ways. In addition, member discounts for the BPS conference and access to other resources will be made available to SIOPSA members. There is also the possibility of exchange programs, assistance with academic research, and opportunities for internships in the UK (subject to work permits, etc).

Signing the MOU on behalf of the Division is, **Eugene Burke**, the Director of Product Design and Innovation at SHL Group and Past Chair of the BPS Division of Organisational Psychology, who will join the conference as a keynote speaker.

*Aletta Odendaal & Fred Guest*

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## News from the Regions

Issue 2, March 2007

### The Gauteng Region

South Africa is currently moving in the right direction, but to become a world class player we need world class organisations with world class leaders.

This was Steve Reneclé's final message at the end of his fascinating talk at the branch meeting on 29 November 2006. His topic covered the increasing pressure that leaders face to manage across multiple boundaries, to understand and link inputs from many different stakeholders and to forge a clear direction for their organizations.

On 1 February 2007, Dr Greg Barnett from the USA gave an insightful overview of the life-cycle of personality assessments in talent management processes. He focused on overcoming the fragmented manner in which organizations are prone to implementing assessments and discussed best practices in their use. He also touched on the role of assessments in managing organization talent throughout the life-cycle of employees.

These topics clearly resonated with the many professionals who attended and show just how much the branch has grown and developed to address members' needs. Our growth has been so fast that many of our regional events have been fully booked and sadly folk needed to be turned away. To address this we have looked for bigger and better venues but even this has been surpassed by your response - so the hunt for bigger venues will continue this year. Larger venues, of course, come with greater costs but this has been adequately addressed by the fact that since November 2006 we now charge a nominal fee. These contributions make it possible to continue providing you with the kind of events that you are all beginning to get used to.

It's a great feeling to be able to connect great speakers with professionals eager and hungry to listen to them and the Gauteng regional branch looks forward to welcoming you to our regional activities this year.

Details of both talks are available on the SIOPSA website.

*Hilda Havran, Nicola Taylor, Kevin Distiller and Lynn Ribton Turner*

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### The Western Cape Region

As the Western Cape branch we cannot call ourselves 'new' anymore and it is our vision for 2007 that we will leave our 'baby shoes' behind and be a strong branch with most of our members attending all five of our planned regional events this year. We are also looking forward to new members joining us to become part of this excellent network, wealth of knowledge and source of

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CPD points! We know we can only achieve this if we serve the needs of our members and for this reason we paid close attention to the results of the member survey that went out towards the end of 2006.

We took the five topics that came out as **most popular/favourable** and are in the process of sourcing excellent speakers who are experts in their respective fields. We hope to send out a detailed program by the end of February 2007. However, here is an idea of the broad topics that you can expect:

- > Breakfast session on 13 March 2007: Consulting Psychology
- > Evening meeting in May 2007: Transformation and turn-around management
- > 13-15 June 2007: SIOPSA's 10<sup>th</sup> Annual Conference in Pretoria
- > Evening meeting in July 2007: Coaching
- > Evening meeting in September 2007: Assessments
- > Breakfast session in November 2007: Talent Management

On **Tuesday, 13 March 2007**, the Western Cape branch invites you to join **Professors Frans Cilliers and Pieter Koortzen** in exploring the emergence of Consulting Psychology in South Africa. The speakers will discuss the definition, scope and application of Consulting Psychology. They will highlight the theoretical and practical application of the field and share with us the application of the CIBART Organisational Consulting Model. To conclude, they will provide information on training opportunities in consulting psychology. **Anna-Rosa le Roux**, Chair of the Consulting Psychology interest group, will also be joining us at this session for the launch of the Consulting Psychology Interest Group of SIOPSA in the Western Cape. For more information on this upcoming event and/or to make your booking, please click [here](#).

SIOPSA is in the process of becoming a CPD service provider. We are, therefore, looking at assisting members to accrue between 1 and 2 CPD points for evening sessions and 3 to 4 points for breakfast sessions. We believe that this is an easy, fun and very affordable way to gain CPD points!

We are looking forward to meeting old and new members again at our first meeting on 13 March 2007! If you are already one of our regulars, please bring a colleague along to share in the Western Cape hospitality, the intriguing topic and the insights of leading experts.

*Leezélle Kotzé*

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**SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA**

## News from the Interest Groups

Issue 2, March 2007

### Consulting Psychology Interest Group

The Steering Committee of the Consulting Psychology interest group held their first planning meeting for 2007 on the 10th of January. The aim of this meeting was to establish the priorities and initial high level activities that will be focused on during the course of the year.

Aligned to the mandate of interest groups, as per the Constitution of SIOPSA, the Consulting Psychology interest group will specifically focus on the development of knowledge, skills and attitudes (competence) of Consulting Psychologists, as well as on the promotion of communication, co-operation and co-ordination among members within the Consulting Psychology discipline.

In this regard, the objective is to provide opportunities for members to attend talks by recognised experts in the consulting field and to network extensively at national and international level. To support this objective, the focus of the group will be:

- > To explore and delineate standards related to the field of Consulting Psychology;
- > To present, debate and promote best practice theory, as well as application within the field ;
- > To present tools and techniques for the Consulting Psychologist ;
- > To promote consulting and coaching as focus areas for the Consulting Psychologist; and
- > To explore areas worthy of research towards the advancement of the industry and SIOPSA members.

### **Specific priorities for 2007**

The following priorities have been highlighted as focus areas for activities during 2007:

There will be a dedicated focus area on Consulting Psychology in this year's SIOPSA conference, and the interest group is tasked to support the sourcing of speakers, as well as contributing to the criteria for abstract evaluation in this regard.

The Consulting Psychology interest group is also tasked to contribute to the planned publication of a dedicated edition of the Journal of Industrial Psychology during the first quarter of 2008.

Furthermore the interest group will facilitate Consulting Psychology exposition workshops in different regions.

Lastly, the interest group needs to design a communication strategy to ensure that members will leverage the website, as well as the Consulting Psychology network substantially to build the discipline in South Africa.

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*Anna-Rosa le Roux*

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### Consumer Psychology Interest Group

During Professor Leon van Vuuren's inaugural address on 8 November 2006 mention was made of industrial psychologists negating their responsibility of studying and influencing outwardly focussed organisational behaviour. One way of encouraging this activity is to create an avenue to facilitate Industrial Psychologists' participation in Consumer Psychology. Consumer Psychology, as an applied science, can contribute to providing an Industrial and Organisational Psychologist with a conceptual and theoretical foundation to be more outwardly or customer focussed.

Practitioners and academics engaging in the field of Consumer Psychology are, however, not only from the Industrial and Organisational Psychology discipline but from diverse academic backgrounds, amongst others, Psychology, Communication, Marketing, Sociology and Anthropology. It is felt that SIOPSA, through this interest group, should discuss and debate the accommodation of these academics and practitioners.

This interest group is planning to meet twice during 2007 and will be inviting prominent practitioners and academics to discuss relevant topics. One important issue which should be addressed is the current membership of South African Consumer Psychologists at the Society for Consumer Psychology (Div 23 of the APA). Various avenues of potential synergy should be explored. It is also envisaged that a consumer psychology leg be presented during the 2007 SIOPSA conference. Avenues for accumulation of CPD credits in Consumer Psychology will also be explored.

*Pierre Joubert & Freddie Crous*

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### People Assessment in Industry (PAI) Interest Group

PAI has embarked on a research project to explore the needs of organisations using assessment instruments in the workplace. The purpose of the research is to determine what organisations using assessments want, in terms of support from PAI, so that future actions of the interest group can be designed to address these needs.

The project kicked off during the last quarter of 2006, with UNISA's Bureau of Market Research carrying out the actual research. In-depth interviews were conducted with stakeholders from three large corporate members of PAI to explore, in their view, what strengths, weaknesses, opportunities and threats were facing organisations using assessments. Additionally, the stakeholders were asked how PAI could support them in their needs. The information gathered during these interviews then formed the basis of a web survey which the wider PAI population was invited to participate in. Email invitations to participate in the web-based survey were sent to

all members currently on PAI's database. To date a total of 27 responses have been received.

To start off the New Year, all SIOPSA members will be invited to participate in this research project. SABPP have also committed to forwarding an invitation to its members. The findings of this project will be presented at the SIOPSA conference this year.

*Hennie Kriek & Kim Dowdeswell*

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**SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA**

## 10th Annual SIOPSA Conference

Issue 2, March 2007

SIOPSA is proud to host its 10<sup>th</sup> Annual Conference from **13 – 15 June 2007** at the **CSIR International Conference Centre** in **Pretoria**.

The theme for this year's conference is **Valuing Talent: measure, consult, coach and develop**. The conference will explore cutting edge methods, skills, technologies and theories that are oriented towards addressing Industrial and Organisational Psychology's challenges, within the paradigm of best practice, in South African organisations.

This year, we are pleased to present two **internationally renowned keynote speakers**: Shalom H Schwartz and Eugene Burke.



**Shalom H Schwartz** is Professor Emeritus in the Department of Psychology at the Hebrew University of Jerusalem, Israel. He is Past President of the International Association for Cross-Cultural Psychology and a Fellow of the American Psychological Foundation. Professor Schwartz is widely seen as the world's foremost expert on Values.



**Eugene Burke** is Director of Product Design and Innovation at SHL Group. He is Past Chair of the British Psychological Society's (BPS) Division of Organisational Psychology (DOP) and is acting as Co-convenor of DOP's Publications and Promotions Subcommittee. Eugene has previously served the BPS as Chair of the Steering Committee on Test Standards (1995-2000). He is Co-deputy Chair of the Society's Publications and Communications Board and is the editor of the DOP's new publication *People and Organisations @ Work*.

In true SIOPSA tradition, the main conference will be preceded by a day of workshop sessions and the Annual General Meeting will take place after the sessions scheduled on the first day of the main event.

- > 13 June 2007 – Workshops
- > 14 - 15 June 2007 – Main Conference
- > 14 June 2007 – AGM

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We look forward to seeing you there.

*Ameetha Garbharran*

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**SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA**

## Call for Papers

Issue 2, March 2007

### **'Valuing Talent: measure, consult, coach and develop'**

**DEADLINE FOR SUBMISSION OF ABSTRACTS: 25 MARCH 2007**

SIOPSA invites abstracts that explore cutting edge methods, skills, technologies and theories relevant to the challenges and best practice in Industrial/Organizational Psychology in Southern African organisations.

We are interested in creative and innovative sessions that explore how practice, teaching, and research may be transformed for greater organisational or individual success.

The theme: 'Valuing Talent: measure, consult, coach and develop' serves as a guideline. Other innovative topics will also be considered and underrepresented topics in past conferences are particularly encouraged.

We are excited about the formal launch of our Consulting Psychology interest group and are looking forward to topics relating specifically to this area of interest.

#### Continuing Professional Development (CPD)

SIOPSA has applied for accreditation as a service provider with the HPCSA and are awaiting endorsement from the Board. The following Continuing Education Units (CEUs) have been submitted for approval:

- > 4 Units (level 1) per workshop attended;
- > 8 Units (level 1) per conference day attended;
- > 10 Units (level 2) for all presenters/authors of a paper/poster at a congress/refresher course.

For more detail about our session formats, abstract formats and submission details, please click [here](#).

*Leezélle Kotzé*

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## Call for Nominations

Issue 2, March 2007

Leading up to the annual SIOPSA conference and AGM, the Executive would like to invite nominations for Chair-elect. The Chair-elect will assume the position of Chair of SIOPSA in 2008. The nomination process is outlined below:

### Nominations for Chair-elect

- > The nominee, proposer and seconder must be full SIOPSA members.
- > A short CV of the nominee must be submitted with the nomination form.
- > Nominations must be submitted before 8 June 2007.

### [Nomination Form for Chair-elect](#)

The Executive would also like to invite nominations for Honorary Members and Fellows of the Society. Honorary members are members that have distinguished themselves by meritorious achievement or service in the sphere of Industrial or Organisational Psychology as a science and / or profession. Fellows are full members who have made an outstanding contribution to the science, practice or organisation of Psychology.

### Nominations for Honorary Members & Fellows

- > The nominee and proposer must be full SIOPSA members.
- > Nominations must be submitted before 18 May 2007.

### [Nomination Form for Honorary Members and Fellows](#)

All nomination forms can be faxed to Judith Williamson at SIOPSA: 086 514 1946.

For additional information, please contact Judith on 083 304 6068.

*Dilnaaz Karim & Aletta Odendaal*

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**SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA**

## Invitation to Join the Values Research Study

Issue 2, March 2007

**Prof. Shalom H. Schwartz** from the Department of Psychology at the Hebrew University of Jerusalem will be one of the main keynote speaker's at this year's SIOPSA conference to be held from 13 -15 June 2007 at the CSIR International Convention Centre in Pretoria. Prof Schwartz is well known for his theories of basic individual values, cultural value orientations and for his Schwartz Values Survey (SVS) which has been applied extensively across the world.

Limited research with the SVS has been undertaken in South Africa. A unique opportunity now exists to take part in an extensive local study with the SVS. The results of the study will be presented at the upcoming SIOPSA conference where Shalom Schwartz will compare values in South Africa to those in over 70 other societies.

Both SIOPSA and the North-West University (Potchefstroom Campus) are sponsoring this research project. Interested SIOPSA members can contact Dr Deon Meiring directly at [meiringd@yebo.co.za](mailto:meiringd@yebo.co.za) or at 0723454767 if they are interested to join the study.



**Prof. Shalom H. Schwartz**

*Deon Meiring*

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## Notices & Reminders

Issue 2, March 2007

### 2007 SIOPSA Annual Membership Renewals

It is that time of the year again when your SIOPSA membership is up for renewal. Thank you to all those members who have already renewed their membership for 2007 and welcome to all our new members. If you haven't already renewed your membership or if you would like to become a member of SIOPSA, please use the online facility for member registration on our website ([www.siopsa.org.za](http://www.siopsa.org.za)).

Please note:

- > If you are using Internet Explorer as your browser then the pop-up blocker should be turned off.
- > If you are using Mozilla Firefox as your browser, please contact Judith Williamson ([siopsa@worldonline.co.za](mailto:siopsa@worldonline.co.za)) for the changes that you need to make to your set-up.

We apologise to those members who have experienced difficulty with the renewal of their annual SIOPSA membership. We request your patience as we iron out the glitches in the system. Please contact [siopsa@worldonline.co.za](mailto:siopsa@worldonline.co.za) with any difficulties you encounter.

### 2007 HPCSA Annual Fees

Please note that the annual HPCSA fee, which is payable by all health professionals, is due on 1 April 2007. According to information sourced from the HPCSA's website, the 2007 fee structure for psychologists and professionals practising within the discipline of psychology are as follows:

PROFESSION	2007 ANNUAL FEE
Psychologists	R856.52
Psychometrists	R437.00
Psychotechnicians	R360.52
Intern Psychologists	R287.33
Registered Counsellors	R437.00

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Please note that these fees are inclusive of VAT.

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## Ethics Corner

Issue 2, March 2007

### An Ethics Competence for I/O Psychologists

What industrial psychology concerns itself with at any particular time is strongly influenced by what is happening in the broader discipline of psychology, the work organisation and the larger society. Given that organisations function as open systems that have an impact on their environments and that absorb and respond to changes in their environments, industrial psychology's focus and methodologies are continuously affected by external forces. An important external context in which I/O psychologists ply their trade is that of corporate governance.

The spirit of corporate governance determines that organisations have an ethical obligation to all their stakeholders, and not only to their owners and shareholders. To adequately envisage and determine the impact that organisational behaviour and decisions may have on the behaviour of internal and external stakeholders, it is imperative that I/O psychologists, as experts on human behaviour, play a more concerted role in helping organisations fulfil this ethical obligation. As such, I/O psychologists need to become more actively involved in stakeholder engagement and ethics management in organisations.

Industrial psychologists must encourage the creation of conditions that will persuade organisations to challenge their existing modes of thinking and working. Practitioners need to question and influence the ethics of, among others, managerial worldviews (e.g. employees as assets vs. costs), how organisational behaviour affects stakeholders (this includes consumers), leadership selection, the psychosocial contract between organisations and employees, remuneration, etc.

Specific areas of contribution could include: the formulation of organisational core values, the ethical impact/dimension of organisational strategy, and stakeholder engagement. Contributions towards ethics management, i.e. ethics risk analysis, codifying and implementing ethics standards, and reporting on ethics performance to stakeholders, are also crucial. The areas where the legitimacy of industrial psychological involvement in organisational ethics should be above reproach are integrity testing, the development of ethics competence, employee performance assessment, and the promotion of organisational ethics talk.

Given the importance of corporate governance, particularly in an era of globalisation, organisational ethics may be one of the areas in which industrial psychologists find themselves to have little prior experience. In the absence of a competency framework for the ethics role of industrial psychology it is imperative that the profession:

- > Develops and adopts an ethics competency framework – this could be achieved by the formation of a task team to investigate and formulate such a framework. All relevant role players (e.g. SIOPSA, academics and researchers) need to be involved in such a venture.

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- > Equips students, interns and practitioners with this ethics competence – this can be accomplished by integrating organisational ethics in (a) the curricula of universities, (b) internship programmes and (c) CPD endeavours.

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In addition to an ethics competence I/O psychologists would still have to acquire what has always been expected of them, i.e. a professional ethics competence. This will enable them to continue conducting their activities with the ethical responsibility and rigour expected of members of a profession. The domain of ethics is, after all, one of the few defining characteristics of this or any other profession.

*Prof Leon van Vuuren*  
*University of Johannesburg*  
*lvanduuren@uj.ac.za*

### **Congratulations**

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## Congratulations

Issue 2, March 2007

SIOPSA would like to extend its congratulations to:

- > **Leon van Vuuren** for achieving his full professorship at the University of Johannesburg;
- > **Pieter Koortzen** for achieving his full professorship at the University of South Africa; and
- > **Simon Shane** for his election as Deputy President of HRCOSA (Human Resources Council of South Africa).

We wish you all everything of the best in your future endeavours.

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## Acknowledgements

I would like to thank the following individuals for their contributions to the **2<sup>nd</sup> issue** of Update.

- > Aletta Odendaal
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- > Fred Guest
- > Hennie Kriek
- > Hilda Havran
- > Kim Dowdeswell
- > Leez lle Kotz 
- > Leon van Vuuren
- > Pierre Joubert

To all our members, we hope that you enjoyed this issue and will continue in our striving to provide you with useful information and updates.

*Ameetha Garbharran*

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