



## INDUSTRIAL PSYCHOLOGY NEWSLETTER Number 4, MARCH 2009



Die tyd het aangebreek vir die eerste nuusbriëf van 2009!

### Conferences

Prof Johan Malan en mnr Francois de Kock het die "1st International Conference on the Strategic Challenges for African Armed Forces" wat vanaf 16-18 September 2008 te Saldanha plaasgevind het, bygewoon. Prof Malan het 'n referaat getiteld: "*A need for Military Education in Africa?*" gelewer, en die titel van mnr De Kock se referaat was: "*The psycho-social dimension of peace support operations: An emerging strategic priority*".

Prof Malan also delivered a paper entitled "*An arterial model of innovation: Opportunities for psychological interventions*" at the Second International Conference on Psychology, which took place in Athens, Greece during July 2008.

'n Referaat, getiteld: "*Differences and similarities between transformational and servant leadership*", is deur dr Zani Dannhauser gelewer by die "5<sup>th</sup> International Conference on Contemporary Business" (ICCB), wat vanaf 30 September tot 2 Oktober 2008 te Somerset West plaasgevind het, gelewer.

Dr Billy Boonzaier co-authored a paper entitled: "*From sweatshops to sweetshops – Job redesign as an innovation for sustaining call centres*", which was presented at the 16th Annual Conference – Pacific Basin Finance, Economics, Accounting and Management. This conference took place

from 2-4 July 2008 at the Queensland University of Technology, Queensland, Australia.

Dr Zani Dannhauser het ook 'n referaat, getiteld: "*Is Servant Leadership empirically related to positive reactions of organisational members?*" by die "1<sup>st</sup> Global Servant-Leadership Research Roundtable" (GSLRR), gelewer, wat vanaf 9 – 11 Julie 2008 te Rotterdam, Nederland, plaasgevind het.

She was also co-chair, host and organiser of the 1<sup>st</sup> Global Servant Leadership Research Roundtable (GSLRR) in Rotterdam, Europe – a combined global/tri-nations venture between Europe (Erasmus University, Rotterdam – The Netherlands), USA (Regent University, Virginia) and South Africa (Stellenbosch University) to establish the GSLRR as a global/tri-nations conference.

Prof Amos Engelbrecht delivered a paper at the International OD conference which took place in Bucharest, Romania from 26-27 September 2008. This conference was organised by the "European Institute for Advanced Studies in Management". The title of his paper was: "*The role of performance management in the enhancement of desired employee outcomes*".

Prof. Deon Meiring attended the XXIX International Congress of Psychology (ICP) that took place in Berlin, Germany from 20-25 July 2008. He co-presented a paper in a symposium dealing with testing and assessment in emerging and developing countries: "*Challenges and recent advances. Uncovering the personality structure of the 11 language groups in South Africa, SAPI project*".

Prof Deon Meiring also attended the 19<sup>th</sup> International Congress of the International Association for Cross-Cultural Psychology (IACCP) that took place in Bremen, Germany, from 27-31 July 2008. He participated in three invited symposiums:

- Development of the South African Personality Inventory (SAPI): Uncovering the structure of the 11 indigenous language groups.
- GRID approach for empirically studying the meaning of emotion words: New empirical findings. Identifying the meaning of emotion words across cultural groups in South Africa.
- Symposium: Values and emotions in South Africa. Value priorities among black, coloured, and white South African students.

Gina Ekermans also attended the 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP) that took place in Bremen, Germany, from 27-31 July 2008. She presented a paper titled: "Generalizability of Emotional Intelligence: CFA measurement invariance in Australia, New-Zealand, USA, Italy, South Africa, and Sri-Lanka" as part of a symposium on "Values and emotions research in South Africa".

Prof Deon Meiring attended the 14<sup>th</sup> Annual Psychological Conference in South Africa (PsySSA) at Emperors Palace in Johannesburg from the 27-29<sup>th</sup> August 2008 where he presented a paper on "Unveiling the Indigenous Structure of Personality in South Africa."

Mnr Gawie Cillié het vanaf 10-12 September 2008 die "Equality in the workplace: Reflections from South Africa and elsewhere" kongres by STIAS bygewoon. Hierdie kongres is deur die "Centre of International and Comparative Labour Law and Social Security Law" (Regsfakulteit, US), "Institute for Development and Labour Law" (UK) en "Social Law Project" (UWK) aangebied.

'n Uitnodiging is aan Prof Callie Theron gerig om saam met prof Schepers en Saville Holdsworth deel te neem aan 'n paneelbespreking tydens die PSYSSA-kongres wat vanaf 27-28 Augustus 2008 te Johannesburg plaasgevind het. Hierdie paneelbespreking het deel uitgemaak van die sogenaamde "Business Psychology and Leadership Forum" ('n divisie binne PSYSSA wat ontstaan het weens die afstigting van die Bedryfsielkundevereniging).

#### **INTERNATIONAL ASSOCIATION FOR CROSS-CULTURAL PSYCHOLOGY (IACCP)**

During the 19<sup>th</sup> International Congress of the International Association for Cross-Cultural Psychology (IACCP) that took place in Bremen, Germany, from 27-31 July 2008, Prof Deon Meiring from the University of Stellenbosch and Prof Leon Jackson from North-West University (Potchefstroom Campus)

presented a bid document to host the 21<sup>st</sup> IACCP conference in Stellenbosch in 2012. The bid was presented on 26 July 2008 to the Executive committee of the IACCP and the bid was accepted and awarded to the University of Stellenbosch.



**Dr Deon Meiring**

The 21<sup>st</sup> IACCP conference with the theme "Cross-cultural Psychology in the Rainbow Nation" will take place from 17-21 July 2012 in Stellenbosch and will be a satellite conference of the International Conference of Psychology (ICP) that will take place in Cape Town from 22-27 July 2012.



#### **Publications**

Drie artikels waarvan prof Ronel du Preez'n mede-outeur saam met prof EM Visser en me H Janse van Noodrdyk was, is aanvaar vir publikasie in die SA Tydskrif vir Bedryfsielkunde. Die besonderhede daarvan is as volg:

"Store image: Toward a conceptual model" (Part 1)

"Store image: Scale development" (Part 2)

"Store image: Scale implementation" (Part 3)

Dr Dannhauser was the co-author of a published article. The details thereof are: Dannhauser, Z. & Boshoff, A.B. (2008). Rejoinder: Comments on Barbuto, Story, and Gifford's "Response" i.e. Comments on Dannhauser and Boshoff's "Structural Equivalence of the Barbuto and Wheeler Servant Leadership Questionnaire on North American and South African Samples". *International Journal of Leadership Studies*, 4(1), pp. 104-106.

SA Journal of Human Resource Management, published an article by Prof Amos Engelbrecht, titled: "Perceived fairness of

*disciplinary procedures in the public service sector: An exploratory study*’.

’n Artikel waarvan prof Deon Meiring ’n mede-outeur saam met Adi Barnard en Sebastiaan Rothmann was, getiteld: “*The cross-cultural application of the social axioms survey in the South African Police Service*”, is vir publikasie aanvaar in die “South African Journal of Industrial Psychology”.

The South African Journal of Industrial Psychology published an article by mr Francois de Kock and dr Anton Schlechter titeld: *Fluid intelligence and spatial reasoning as predictors of pilot training performance in the South African Air Force (SAAF)*.

Dr Zani Dannhauser was die outeur van twee hoofstukke in ’n boek van R Nel, getiteld: *Puppets or people? An Integrated Approach to People and Organisational Development*”. Juta, 2009.

### Academic visits

Die Department het opgetree as gasheerdepartement vir me Inga Stöbbe, van die Universiteit van Hamburg, wat as ’n geaffilieerde magisterstudent vir ’n tydperk by ons studeer het. Prof Johan Malan het as medestudieleier opgetree met die oog op haar verhandeling oor “*Facilitators of team innovation: Guidelines for line management*”.



**Inga saam met prof Johan Malan**

Mnr Francois de Kock het die Erasmus Universiteit, Rotterdam, Nederland van 25 Augustus tot 5 September 2008 besoek as deel van sy PhD-studies by hierdie universiteit.

Prof Ype Poortinga het die Department in Maart en Oktober 2008 besoek. Hy is verbonde aan Tilburg Universiteit as ’n emiritus Professor en is ’n wêreldbekende kundige in kruis-

kulturele navorsing. Hy het samesprekings met Gina Ekermans gevoer oor verskeie kruis-kulturele projekte sowel as die volhoubaarheid van kruis-kulturele navorsing by die departement. ’n Departementele gesprek is ook gevoer oor verdere samewerking tussen Prof Poortinga en die departement.



**Prof Poortinga en me Gina Ekermans**

### Departmental research niche area

#### EMPOWERING DEVELOPMENT

The Department has submitted a research proposal in response to the University’s invitation for funding requests from the Strategic Fund. The funding request for the development of a departmental niche area named Empowering Development was approved.

#### Introduction:

An overview of documentation dealing with national economic initiatives released in the recent past, like ASGISA and JIPSA, as well as provincial economic review documents, like the Western Cape Economic Review and Outlook, reveal a number of repetitive themes. The general perspective adopted is that economic growth and development is regarded as the most powerful tool available to realise the UN millennium goals of halving poverty and unemployment by 2014. These documents list the following prerequisites for accelerated economic development, namely:

- The removal of skills shortages with respect to engineers and scientists.
- The development of managerial staff (financial, personnel and project management).
- Small business development.
- The facilitation of innovation.
- The development of a skilled and educated labour force.
- The development of skill - and technology intensive economic activities.

These themes are believed to also overlap with the themes driving the University's overarching strategic plan, namely:

- The combating of pandemic poverty and related conditions.
- Contributing to improved physical and psychological human well-being and dignity.
- Promoting peace and human security (in terms of the current more comprehensive view of security).

Statistics further show gross subgroup differences in terms of attainment of educational, training and developmental standards, socio-economic status and employment status, with members of the designated groups still occupying non-optimal positions in terms of these dimensions of comparison.

#### **Goal of Research Initiative:**

With the preceding comments as background, this research initiative focuses on the empowering development of human resources from previously disadvantaged communities in the service of accelerated economic growth and development.

#### **Research Objectives:**

Within this focus the Department of Industrial Psychology aims to pursue the following research objectives:

- To, within selected organisational sectors, identify workers with the potential to develop the knowledge, skills and attitudes required for career success and to optimise it scientifically.
- To identify the most effective education, training and developmental strategies that are required to empower those identified as having the potential for development to experience career success.

## **STUDENTE**

### **BESTE NAGRAADSE STUDENTE VAN 2008**

Me Claudia Mummenthey is as die beste magisterstudent van 2008 aangewys. Haar finale punt was 79%. Prof Ronel du Preez was haar studieleier. Mnr Shane Roux is as die beste honneursstudent vir 2008 aangewys met 'n gemiddelde prestasiepunt van 77%. Die foto (regs) is tydens 'n sertifikaatoorhandigingsplegtigheid wat onlangs by die Departement plaasgevind het, geneem.

- To determine which organisational characteristics, behaviour and processes will empower the members of that particular organisation to achieve success.

### **WAARDEVOLLE HISTORIESE SKENKING AAN UNIVERSITEIT**

'n Voormalige kollega van die Departement (en daarna verbonde aan die UJ), Prof Naas Raubenheimer het 'n skenking aan die Universiteit gemaak van 'n uiters waardevolle en onvervangbare dokumentversameling wat in die JS Gericke-biblioteek gehuisves word. Die formele oorhandiging van hierdie skenking wat deur sowat 60 genooides gaste bygewoon is, het op 14 Augustus 2008 in die auditorium van die biblioteek plaasgevind, waarna 'n geselligheid by die Departement aangebied is. Die Departement spreek weereens sy dank teenoor prof Raubenheimer uit vir hierdie gebaar.



**Prof Raubenheimer (3de van links) tydens die oorhandiging saam met dr Willem de Villiers, me Mimi Seyffert en me Eida Nolte (beide van die JS Gericke-Biblioteek) en prof Johan Malan**



**Me Claudia Mummenthey en Mnr Shane Roux  
PRAKTIESE ONDERHOUDVOERING**

Die Strategiese Menslike Hulpbronbestuurstudente het onder leiding van Riza Langenegger 'n praktiese onderhoudvoeringsprojek van stapel gestuur. 'n Span studente het 'n onderhoudvoeringskursus aangebied vir hul medestudente, waarna die hele klas die kans gekry het om elkeen vier derdejaars deur nagebootste werksaansoekers-onderhoude te neem. Die studente het die ervaring baie geniet en het die aanwinst van hierdie vaardighede hoog aangeskryf.

Mnr Matthew van der Walt is aangewys as die voorsitter van die IPS vir 2009. Ons wens hom geluk en sterkte toe met hierdie taak!

Die jaarlikse IPS-bal wat deur studente, sowel as personeel van die Departement bygewoon is, het op 7 Oktober 2008 by Skilpladvlei plaasgevind.

Die volgende studente het gedurende die Desember 2008 en Maart 2009 gradeplegtighede hul **MAGISTERGRADE** ontvang. Weereens – ons gelukwensinge aan hierdie studente en hul studieleiers! Die besonderhede hiervan is as volg:

**BAKER, M.** *The relationship between servant leadership, role stress and coping in subordinate service roles.* MComm (Bedryfsielkunde). Studieleier: Dr Z Dannhauzer.

**BRINK, E.** *The relationship between emotional intelligence, occupational stress and coping styles in Air Traffic controllers.* MComm (Menslike Hulpbronbestuur), Studieleier: Dr P Nel.

**BOONZAIR, A.** *The influence of transactional and transformational leadership on leader-follower value congruence and leadership success.* MComm (Bedryfsielkunde), Studieleier: Prof AS Engelbrecht.

**KIRSTEN, B.D.** *The influence of a team development intervention (improvisational theatre) on climate for a work group innovation.* MComm (Psig), Studieleier, Prof R du Preez.

**MUMMENTHEY, C.** *Implementing efficient and effective learnerships in the construction industry: A study on the learnership system in the building and civil sector of the Western Cape.* MComm (Menslike Hulpbronbestuur) (Cum Laude). Studieleier: Prof R du Preez.

**PIETERS, Z.E.** *Expatriation as a Career Experience.* MComm (Psig). Studieleier: Prof MK du Toit.

## PERSENEELSAKE



Die Departement het op 12 Desember 2008 afskeid geneem van mnr Elias Julies wie na 'n dienstydperk van 35 jaar as assistent by die Departement, afgetree het. Op die foto (bo) is van die personeel saam met mnr Julies en sy vrou (3de en 4de van regs) in gesellige luim tydens die afskeidgeselligheid by Barriquee restaurant.

Ms Michele Boonzaier and mr Jurgen Becker were both appointed as part-time lecturers to the Department as from January 2009.

By die 5<sup>de</sup> "International Conference on Contemporary Business" (ICCB) kongres in Somerset Wes, is Dr Zani Dannhauzer verkies tot die president van ICCB, 2009. Die 6<sup>de</sup> ICCB sal aan die einde van September 2009 te Mauritius plaasvind.

Gina Ekermans en Prof Estelle Swart (Opvoedkundige Sielkunde) het 'n verdere R100 000 Samewerkende Navorsingsprogram toekenning vir 2009 ontvang. Daar word beoog om die EI ontwikkelingswerk na nagraadse studente uit te brei.

## News snippets!

- ❖ Me Coreli Cillie is verkies tot die Boland Veterane Pluimbalspan wat aan die provinsiale veteranetoernooi deelgeneem het.
- ❖ We have a pressing need for registered Industrial Psychologists (HPCSA) who are willing to act as supervising psychologists for our interns. We are looking for supervisors for our industrial psychology interns (12 months), as well as our psychometric interns (6 months). Even if you are only available to provide supervision for a

specific component of the internship, we would like to hear from you.

- ❖ Students and practitioners interested in CPD points should visit CPD Well. Go directly to: <http://www.unistel.co.za/cpdwell/index.html>

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