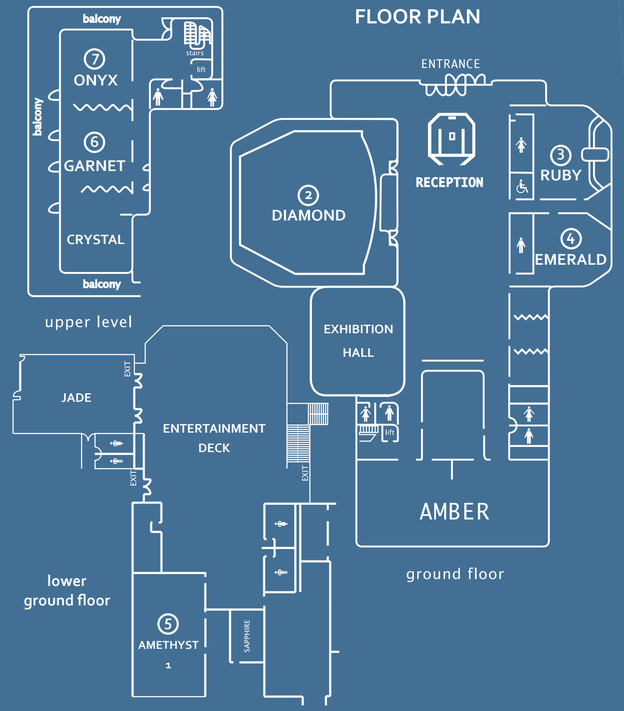
SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY OF SA

MAKING A DIFFERENCE IN THE

Future World of Work

29 - 31 July 2013

FLOOR PLAN



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2013 SIOPSA Conference Programme: Tuesday, 30 July 2013

TUESDAY	DIAMOND	RUBY	EMERALD	AMETHYST	CRYSTAL	GARNET	ONYX	ENTRANCE
07:30 - 8:00	REGISTRATION							
08:30 - 09:00	WELCOMING							
09:00 - 10:00	Prof Adrian Furnham (University College London): "More is nog 'n dag: The new world of work."							
10:00 - 10:30	TEA 1							
10:30 - 10:45	Prof Deo Strumfer: *"Advanced Age, Conscientiousness, Fitness, and a Call to Action".*	Me. Crizelle Els (NWU); Prof Karina Mostert (NWU); Prof Marianne van Woerkom (Tilburg University): *"Employees' strengths use and deficit improvement behaviour as personal resources in the Job Demands-Resources model."*	Prof. Roelf van Niekerk (Rhodes); Mr. Tinashe Ndoro (Rhodes): *"Psychobiographical analyses of entrepreneurs [2]: The personality characteristics of Steve Jobs."*	Mr. Adrian Parsadh (Consultant); Prof. Frans Cilliers (UNISA): "The development and supervision of executive coaches. A systems psychodynamic perspective."	Prof. Adele Bezuidenhout (UNISA): *"Becoming a virtual professor in an open distance learning context."*	Mr. Fred Guest (TTS): *"Predicting and managing the behavioural safety risk of first line supervisors in the mining industry - a practical evidence-based case study."*	Mr. Eugene Burke (SHL); Mr. Tom Gibbs (SHL): *"What does I/O psychology have to offer organisations in managing behavioural risk."*	
10:45 - 11:00								
11:00 - 11:15		Me. Crizelle Els (NWU); Prof Karina Mostert (NWU); Prof Marianne van Woerkom (Tilburg University): *"Strengths use and deficit improvement within the Job Demands-Resources framework: Developing a structural model."*	Mr. Johan Olwagen (Kitso-Khumo Business Consulting): *"Making a difference in the future world of work through Dropter's leadership pipeline, cognitive processing and thinking preferences: implications for coaching."*	Dr. Sanchen Henning (UNISA SBL); Prof Frans Cilliers (UNISA): *"Voyage of the dawn treader: understanding societal themes in the Opus World reports 2006 -2012."*	Me. Estelle Meyer (SHL); Dr. Danie Oosthuizen (SHL): *"Job Clustering: A more effective and efficient process to support job profiling in some cases."*	Ms. Eltrone Schellink (TTS); Mr. Fred Guest (TTS): *"Implementing a mixed-method online and face-to-face assessment centre for manager development in a manufacturing organisation."*	Mr. Eugene Burke (SHL); Mr. Tom Gibbs (SHL): *"Answering the question that is stalling the success of talent management programmes: Do they have the potential to be high potential?"*	1: Coetzee, Pauw 12: Visser, Barkhuizen 23: Mistry, Viviers
11:15 - 11:30								
11:30 - 11:45								
11:45 - 12:00								
12:00 - 13:00	LUNCH							
13:00 - 13:15	Prof. Dirk Geldenhuys (UNISA): *"Dialoging the identity of industrial and organisational psychology: A social constructionist perspective."*	Ms. Leanne Mandim (ICAS); Ms. Farzana Sader (ICAS): *"Employee wellness programmes (EWP's) and the future world of work: bridging the gaps between human capital metrics and the contextual understandings of people in the workplace."*	Dr. Leon Steyn (Eskom): *"The Effect of Leadership on Workplace Safety Outcomes."*	Prof. Frans Cilliers (UNISA): *"A Systems Psychological perspective on positive organisational behaviour."*	Mr. Pieter van der Merwe (Libirty;Unisa): *"Applying the insights from the theories and practice of sensory regulation and sensory integration to inform office design, enhance people-ergonomical intelligence and foster change resilience before, during and after large scale office relocations."*	Mr. Ernest Hobson (JCS): *"Development of a computer adaptive application for the self control factor of trait based emotional intelligence."*	Dr. Rene van wyk (UJ); Mr. Mandla Adonisi (GIBS): *"Internal Consistency of the Khandwalla Organisational Flexibility Scale."*	2: Coetzee, Ferriera 13: Heine, Engelbrecht, Mahembe 24: Mthembu, Moloi
13:15 - 13:30								
13:30 - 13:45								3: Coetzee, Potgieter 14: Geddes, de Bruin 25: Hoosen, Gerber
13:45 - 14:00	Prof. Theo Veldsman (UJ): *"Calling all authentic People Professionals."*	Dr. Llewellyn Eilardus van Zyl (UNISA); Dr. Danie du Toit (NWU): "Carl Jung's influence on modern day positive organisational psychology."	Mr. Fred Guest (TTS); Prof. Leo Vermeulen (UJ): *"Industrial Psychologist Scope of Practice and Ethics. Future Fit - what have we learned over the last 5 years?"*	Prof. Michelle May (UNISA); Dr. Mias De Klerk (Sasol); Dr. Lerato Motsoaledi (Pelonomi Consulting); Mr Marius Pretorius (DCI): *"South African diversity dynamics: The consultants' experiences of psychodynamics in the large study group."*	Mr. Larry Park (Larry Park & Associates): *"The neglect of psychological principles and skills as an integral process aspect in industrial relations in South Africa. - ethical and other dilemmas."*	Dr. Jurgen Becker (JvR); Ms. Gerdi Mulder (JvR): *"Fair enough? Utilising Rasch rating scale analysis to detect bias in AC ratings."*	Mr. Hendrik Bronkhorst (Evalex): *"Do I/O Psychologists make a difference: A hard-hitting analysis by a South African company; longitudinal study of assessment advice at employment and actual performance down the line."*	4: Coetzee, Tebele 15: Joubert, de Beer 26: Coetzer
14:00 - 14:15								
14:15 -14:30								
14:30 -14:45	Me. Hanri Barkhuizen (NWU); Dr. Lene Jorgensen (NWU); Me. Lizelle Brink (NWU): *"A critical review of the Industrial-Organisational Psychologists as counsellor."*	Ms. Bailey Kropman (JvR); Prof. Jeffrey Bagraim (UCT): *"The life role salience profiles of future professional employees: helping to understand and manage employees in the future world of work."*	Me. Marieta du Plessis (UCT); Dr. Zani Wakelin-Dannhauser (UCT): *"Servant leadership and its correlates: Implications for practice."*	Dr. Mias De Klerk (Sasol; UP): *"The devil made me do it!" From blaming the devil to a system psychodynamic analysis of (im)morality."*	Mr. Gerhardt Swart (UJ); Prof. Willem J. Schurink (UJ): *"Towards understanding and managing the human side of acquisitions (M&A's)."*	Mr. Francois de Wet (NWU/ TTS); Prof. Cara Jonker (NWU); Dr Alewyn Nel (NWU): *"Structural equivalence and item bias of a self-report emotional intelligence measure in the mining environment."*	Mr. Bernard Swart (Stellenbosch); Prof. Johan Malan (Stellenbosch): *"The development of an innovation leadership questionnaire."*	5: Coetzee, Tebele 16: Vermaak, de Kock 27: Ntuli, de Bruin, Hill
14:45 -15:00								
15:00 - 15:30	TEA 2							
15:30 - 15:45	Ms. Bernadette King (Rhodes): *"Students Perceptions of the Discipline of Industrial/ Organisational Psychology."*	Prof. Leon Jackson (NWU): *"Test of a Dual Process model of diversity in the workplace using an acculturation perspective."*	Prof Freddy Crous (UJ): *"The conceptualisation and application of origin psychology."*	Mr. Johan Olwagen (Kitso-Khumo Business Consulting); Me. Marli Jooste (Kitso-Khumo Business Consulting): *"Case studies for coaching: How managers get to burnout, the related physiological responses and the role of managing thinking preferences."*	Mr. Jörn Dannheimer (TTS): *"Assessing retention risk as part of a large-scale executive succession planning intervention in a large telecommunications organisation."*	Ms. Annemarie Joannides (Santam): *"Creating a culture of risk management."*	Prof Hennie Kriek (TTS;UNISA): *"The use of Employee Integrity and Dependability surveys in a Large scale Organizational Intervention."*	6: Coetzee, Schreuder 17: Horak, Hill, de Bruin 28: Lesenyeho, Barkhuizen, du Plessis
15:45 - 16:00								
16:00 - 16:15								
16:15 - 17:15	Clem Sunter: "Megatrends"							
17:45 - 19:45	SIOPSA AGM							

2013 SIOPSA Conference Programme: Wednesday, 31 July 2013

WEDNESDAY	DIAMOND	RUBY	EMERALD	AMETHYST	CRYSTAL	GARNET	ONYX	ENTRANCE
08:00 - 9:00	OPENING / OATH							
09:00 - 10:00	Prof Adrian Furnham (University College London): "Leadership Development and Talent Management."							
10:00 - 10:30	TEA 1							
10:30 - 10:45	Prof. Hennie Kriek (TTS, UNISA); Mr. Marius van Aswegen (XPATA Web); Me. Elaine Venter (UNDP); Me. Karien Stadler (TTS); Johan Oosthuizen(Indepent Consultant); Mr. Errol van Staden (Talent Institute): *"Global Organizational Leadership: Essential competencies to succeed in the global context."*	Prof Sodi (HPCSA)	Dr. Petrus L. Steenkamp (Telkom); Prof Johan Basson (UP): *"A meaningful workplace: from theory development to applicability."*	Future Fit Special Presentation (Fred Guest): *"Scope of Practice Competency Model."*	PAI Special Presentation (Kim Dowdeswell): *Mobile Assessment*	Dr. Llewellyn Eilardus van Zyl (UNISA); Prof. Marius Stander (NWU); Me. Elsabe Coetzee (UNISA): *"Identity in peril: The current state of Industrial Psychology."*	(TED Talks online) Daniel Kahneman: *"The riddle of experience vs memory."*	
10:45 - 11:00								
11:00 - 11:15		Dr Petrus de Kock (Brand South Africa): *"The South African Brand and Global Competitiveness."*					(TED Talks online) Geoff Mulgan: *"Post-crash, investing in a better world."*	
11:15 - 11:30								
11:30 - 11:45			Dr. Paul Mooney (MetaResilience South Africa): *"Dialogue as a Process of Transformation."*			Dr. Sharon Munyaka (NMMU); Prof Adré Boshoff (NMMU): *"The relationship between authentic leadership, psychological capital, psychological climate, team commitment and intention to quit in a manufacturing organisation."*	(TED Talks online) Dan Pink: *"The puzzle of motivation."*	7: Molefi, Barkhuizen 18: Hansen Buidendach 29: Mahembe, Engelbracht, de Kock
11:45 - 12:00								
12:00 - 13:00	LUNCH							
13:00 - 13:15	Dr. Llewellyn Eilardus van Zyl (UNISA): Prof. Marius Stander (NWU); Prof. Johan Malan (Stellenbosch); Mr. Fred Guest (TTS); Ms. Nadene Venter (SIOPSA EXCO; Interns & Students); Dr. Lene Jorgensen (NWU): *"Watering down the profession The case of the industrial psychology intern."*	Ms. Gerda van der Merwe (SHL): *"Talent Audit - Supervisors Today, Leaders Tomorrow…"*	Mr. Dieter Veldsman (Rocketfuel Consulting); Prof. Melinde Coetzee (UNISA): *"Organizational Values in Relation to Lived Values Experiences: Implications for Organizational Identity."*	IGCCP Special Presentation (Anna-Rosa le Roux): *"The professionalisation of Coaching Psychology – Introducing a draft Code of Practice and 'Register' for Registered Practitioners."*	Ms. Etrechia Olivier (SHL); Ms. Kim Dowdeswell (SHL): *"Conquering Kilimanjaro: The role personality and motivation plays in team dynamics during stressful situations."*	Ms. Rina Smith; Ms. Anne Crafford (UP); Willem Schurink (UJ): *"Reflections on shifts in the work identity of research team members."*	Dr. Petrus Nel (University of the Free State): *"Understanding Authentic Leadership: Comparing Alternative Multidimensional Structural Representations."*	8: Barkhuizen, Mtila 19: Naidoo, Uys 30: James, du Plessis
13:30 - 13:45						Me. Christa Smit (UP); Me. Sumari O'Neil (UP): *"The selection of Industrial Psychology (IP) applicants for Masters degree programmes: a comparative case study."*		9: Adinolfi, Uys 20: Leary 31: Olkers
13:45 - 14:00		Prof. Andrew Thatcher (WITS); Ms. Judy Bush (WITS JVR); Ms. Shirni Hart (WITS): *"Emerging perspectives in 'green' organisations."*	Me. Ingra du Buisson-Narsai (NeuroCapital): *"The business case for Mindfulness: self-directed neuroplasticity."*		Me. Ceri Neilson (SHL): *"How critical is the consideration of academic results in recruiting South Africa's crème de la crème of graduate talent?"*		Mr. Paul Vorster (UJ); Prof Deon de Bruin (UJ); Mr Sebastian Clifton (UJ): *"Dimensionality of multifaceted personality scales: Applying the bifactor model to the Neuroticism scale of the Basic Traits Inventory (BTI)."*	
14:00 - 14:15	Dr. Llewellyn Eilardus van Zyl (UNISA); Prof. Marius Stander (NWU); Prof. Theo Veldsman (UJ); Prof. Reddie Ocrous (UJ); Prof. Frans Cilliers (UNISA); Dr. Boela de Waal (Sasol): *"The relevance of industrial psychology as a profession and a discipline in South Africa."*					Me. Elizabeth Williams (JvR); Prof. Freddie Crous (UJ); Prof. Deon de Bruin (UJ): *"The influence of incidental haptic sensations when formally judging a consumer brand."*		10: Coetzee, Tladinyane 21: Schaap, Louw 32: Cohen, de Bruin, Hill
14:15 -14:30								
14:30 -14:45		Mr. Dieter Veldsman (Rocketfuel Consulting); Prof. Michelle May (UNISA): *"The stories that Leaders' tell to drive employee Engagement: a Storytelling Framework."*	Dr. Leon de Beer (Work-Well - NWU); Prof Jaco Pienaar (WorkWell -NWU); Ian Rothmann Jr. (Afriforte): *"Does one size fit all? Antecedents of work engagement across South African occupational groups."*	Me. Ameetha Garbharran (WITS): *"Exploring the causal dynamics between moral disengagement and proficiency-based self-efficacy in the context of software piracy."*	Mr. Xander van Lill (UJ); Prof Leon van Vuuren (UJ); Prof Koos Uys (UJ): *"The psychologist-lawyer dynamics in industrial psychologists' psycho-legal activities."*	Mr. Jeremy Mitonga-Monga (UNISA); Prof. Frans Cilliers (UNISA): *"Employee participation and positive psychology functioning in a manufacturing organisation in the Democratic Republic of Congo."*	Me. Jacqueline du Toit (Stellenbosch); Me. Marietha de Wet (Stellenbosch): *"The Scope of bullying among nurses in a public hospital in the Free State A Mixed-method Study."*	11: Baldry 22: Harry, Coetzee 33: Khoza, Uys
14:45 -15:00								
15:00 - 15:30	TEA 2							
15:30 - 16:30	Minister Trevor Manuel: "Collaborating for Impact - Changing the South African story of the Future Workforce."							
16:30 - 17:00	CLOSING							

KEY						
	INVITED SPEAKER	WELLNESS	SUCCESSION, HR, IR, ERGONOMICS	NEUROPSYCHOLOGY	ASSESSMENT	TED TALKS
	INDUSTRIAL PSYCHOLOGY PRACTICE	LEADERSHIP	SYMPOSIUM	COACHING	PANEL	POSTER
	STUDENT	FUTURE FIT, PAI, IGCCP	ORGANISATIONAL BEHAVIOUR, BEHAVIOURAL RISK	ORGANISATIONAL DEVELOPMENT	SUSTAINABLE DEVELOPMENT	

2013 SIOPSA Conference Programme: Monday, 29 July 2013 WORKSHOPS

Monday	Diamond	Ruby	Emerald	Amethyst	Crystal/ Garnet	Onyx
8:00 - 8:30	REGISTRATION					
8:30 -12:30	1	Prof Leon van Vuuren (UJ): "Decision-making strategies for ethical challenges in I-O psychology." (Ethics)	Ms. Nicole Marescia (BizLife Wellness): "Working with Emotional Intelligence." (Wellness)	Mr. Christopher John Beukes (Southern African Employability Institute): "Employability skills for emerging industrial and organisational psychologists." (Employability)	Prof. Theo Veldsman (UJ): "Organisational design as a critical organisational discipline." (Organisational Development)	Mr. Ian Rothmann Jr. (South African Mplus User Group); Dr. Leon de Beer (WorkWell - NWU): "A gentle introduction to latent variable modelling with Mplus 7.0." (Statistics)
12:30 -12:45	LUNCH					
13:00 -17:00	Dr. Llewellyn Eilardus van Zyl (Psychai Management Consulting); Prof. Marius Stander (Psychai Management Consulting): "Eripiens potentia: A practical guide to human potential development through positive psychology." (Wellness)	Dr. Danie Oostuizen (SHL): "Back to basics: How to simplify your succession planning process." (Human Resources)	Dr. Fritz Holscher (Independent Network Consultants): "Can Caterpillars fly? - Making a difference in the future world of work." (Industrial Relations)	Mr. Christopher John Beukes (Southern African Employability Institute): "Employability skills for emerging industrial and organisational psychologists." (Employability)	Ms. Lisa Ashton (Bloss SA): "What leadership style will be required in the future?" (Leadership)	Prof Adrian Furnham (London College University): "Personality, emotional intelligence and performance in the workplace" (Emotional Intelligence) - Hosted by the University of Johannesburg

2013 SIOPSA Conference Programme: POSTER PROGRAMME

	30 July - Entrance	31 July - Entrance
8:00 - 10:00	REGISTRATION AND KEYNOTES	
10:00 - 10:30	TEA	
10:30 - 11:30	INVITED SPEAKERS	
11:30 - 12:30	Poster 1: Prof. Melinde Coetzee (UNISA); Ms. Desiree Pauw (UNISA): "Developing leader emotional competency for retaining high calibre staff in the future workplace." Poster 12: Me. Karen Visser (NWU); Prof. Nicolene Barkhuizen (NWU): "An Integrated Framework for the Effective Implementation of a Training Programme for Professional Bus Drivers." Poster 23: Ms. Deepa Pema-Mistry (UNISA); Prof. Rian Viviers (UNISA): "Personality as a predictor of work performance for branch managers in a banking institution."	Poster 7: Mr. Alex Molefi (NWU); Prof. Nicolene Barkhuizen (NWU) (Molefi, Barkhuizen): "Work Wellness and Ill-Health: The Moderating Role of Dispositional Employability." Poster 18: Me. Andrea Hansen (SHL); Prof. Joey Bultendach (UKZN): "Psychological capital, subjective wellbeing burnout and job satisfaction amongst educators in the Umlazi region." Poster 29: Me. Bright Mahembe (USB); Prof Amos Engelbrecht (USB); Francois de Kock (UCT): "THE FACTORIAL VALIDITY OF A SELF-LEADERSHIP MEASURE: A SOUTH AFRICAN STUDY."
12:00 - 13:00	LUNCH	
13:00 - 13:30	Poster 2: Dr. Nadia Ferreira (UNISA); Prof. Melinde Coetzee (UNISA): "Psychological career meta-competencies for staff retention." Poster 13: Me. Gardielle Heine (USB); Prof Amos Engelbrecht (USB); Me. Bright Mahembe (USB): "The influence of integrity and ethical leadership on employee work engagement." Poster 24: Mr. Oscar S Mthembu (USB); Me. Dineo Molosi (USB): "The Role of Gender, Rank, Tenure and Education in Perceptions of Essential Competencies for Military Personnel."	Poster 8: Prof. Nicolene Barkhuizen (NWU); Me. Jessica Mtila (NWU): "The Relationship between Talent Management and the Psychological Contract of Employees in a Local Government Institution." Poster 19: Dr. Shamila Naidoo (Transnet Freight Rail); Prof. Koos Uys (UJ): "Organisational culture as a driver of business success." Poster 30: Me. Laura James (UCT); Me. Marieta du Plessis (UCT): "The relationship between organisational support and workplace trust."
13:30 - 14:00	Poster 3: Dr. Ingrid Potgieter (UNISA); Dr. Nadia Ferreira (UNISA); Prof. Melinde Coetzee (UNISA): "Personality and psycho-social employability attributes as meta-capacities for sustained employability." Poster 14: Ms. Tamlyn Geddes (UJ); Dr. Carin Hill (UJ); Prof. Deon de Bruin (UJ): "Validating an indigenous extraversion personality scale: a cross-cultural study." Poster 25: Dr. Nasima Mohamed Hoosen Carrim (UP); Lise Gerber (UP): "Perceptions of office gossip amongst racially diverse groups in the workplace: a pilot study."	Poster 9: Mr. Enrico Adinolfi (Imperial); Prof. Koos Uys (UJ): "FIRST ENCOUNTERS IN THE WORKPLACE AS EXPERIENCED BY INDUSTRIAL PSYCHOLOGISTS." Poster 20: Mr. Michael Leary (UNISA): "Creating a Sustainable Organisation for Organisational Success and Performance." Poster 31: Dr. Chantal Olckers (UP): "Perceptions of psychological ownership: Do they differ amongst employees8."
14:00 - 14:30	Poster 4: Me. Cebile Tebele (UNISA); Prof. Melinde Coetzee (UNISA): "Examining the mediating effect of academic staff's organisational fit in relation to their job embeddedness and organisational commitment." Poster 15: Yvonne Joubert (UNISA); Prof. Johannes J de Beer (UP): "Towards an organisational team sport intervention model for managing a diverse workforce." Poster 26: Ms. Estelle Coetzer (GreyQ Consulting): "A study in the reduction of perceived stress levels utilising brain based interventions within a SME environment."	Poster 10: Dr. Rebecca Tladinyane (UNISA); Prof. Melinde Coetzee (UNISA): "Psychological career meta-capacities and retention-related dispositions: Exploring the socio-demographic differences." Poster 21: Prof. Pieter Schaap (UP); Me. Ronel Louw (VIP Payroll): "The relationship between measures of ability, personality and academic performance: A concurrent validity study." Poster 32: Ms. Farren Cohen (UJ); Prof Deon de Bruin (UJ); Dr. Carin Hill (UJ): "Validation of the emotional stability scale of the South African personality inventory."
14:45 - 15:00	Poster 5: Me. Cebile Tebele (UNISA); Prof. Melinde Coetzee (UNISA): "Academic staff dilemma - Job \ embeddedness and organisational commitment as predictors of voluntary turnover (intention to stay) in a higher education institution in South Africa." Poster 16: Ms. Christel Vermaak (USB); Francois S. De Kock (USB/UCT): "The relative importance of fluid intelligence and spatial reasoning in the prediction of pilot training performance in the South African Air Force (SAAF): A re-analysis of De Kock and Schlechter (2009)." Poster 27: Ms. Ruwa Yvonne Ntuli (UJ); Prof. Deon de Bruin (UJ); Dr. Carin Hill (UJ): "Validation of the openness scale of the South African Personality Inventory."	Poster 11: Ms. Kim Baldry (UJ): "Graduate unemployment: Prevalence, characteristics and perceived causes." Poster 22: Ms. Nisha Harry (UNISA); Prof. Melinde Coetzee (UNISA): "The relationship between the wellness-related dispositional attributes and resiliency-related behavioural capacities in a call centre in Africa." Poster 33: Mr. Nathi Khoza (Mac Consulting); Prof. Koos Uys (UJ): "Career success according to Black middle managers in the knowledge environment."
15:00 - 15:30	TEA	
	Poster 6: Prof. Melinde Coetzee (UNISA); Prof. AMG Schreuder (UNISA): "Challenges for organisational career research in the future work of world." Poster 17 Ms. Shinell Horak (UJ); Dr Carin Hill (UJ) ; Prof Deon de Bruin (UJ): "The cross-cultural validation of the Conscientiousness scale of the South African personality inventory." Poster 28: Me. Dorcas Lesenyeho (NWU); Prof. Nicolene Barkhuizen (NWU); Prof. Yvonne Du Plessis (UP): "Career Anchors of Early Career Academics in South African Higher Education Institutions."	