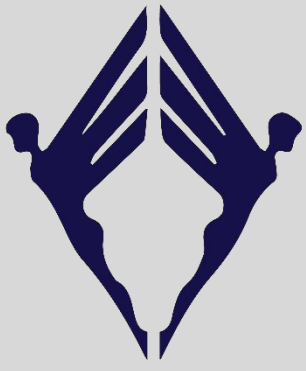


# RE-HUMANISING WORK



**23<sup>rd</sup> Annual Conference**  
**21 - 23 July 2021**  
[www.siopsa.org.za](http://www.siopsa.org.za)

**Society for Industrial and Organisational Psychology of South Africa**



**SIOPSA**

SOCIETY FOR INDUSTRIAL &  
ORGANISATIONAL PSYCHOLOGY OF SA

The background is a complex, abstract composition of overlapping shapes and colors. It features large, flowing, wavy bands in various shades of blue and green. Interspersed among these are solid circles of different sizes and colors, some with diagonal hatching patterns. The overall effect is dynamic and modern.

# Conference Programme

# “Re-humanising work”

*Conference sub-themes*

**HUMANE LEADERSHIP IN TIMES OF CRISIS**

**PSYCHOLOGICAL WELL-BEING IN A TURBULENT ERA**

**HUMANE WORKPLACES**

**DIVERSITY, EQUITY & INCLUSION**

**RETURNING HUMAN DIGNITY TO THE WORKFORCE**

<https://www.siopsa.org.za/2021-siopsaconference/>



**SIOPSA**

SOCIETY FOR INDUSTRIAL &  
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# DAY 1 – Wednesday 21 July

	Stream 1	Stream 2	Stream 3	Stream 4
08:15 – 08:40	Registration			
08:40 – 09:15	Welcome and Opening ceremony by SIOPSA President 2020/21			
09:15-10:15	<b>Keynote - Professor Stella Nkomo</b> <i>Professor: Human Resource Management at the University of Pretoria. Founding President of the Africa Academy of Management.</i>			
10:15 - 10:30	Tea Break			
10:30-11:30	<b>Decent work amongst blue-collar workers.</b> <i>Eslie Kekana &amp; Prof. Eileen Koekemoer</i> <b>Research Presentation</b>	<b>Ubuntu at the core of business and societal relationships: Leading Africa forward.</b> <i>Dr. Siphokazi Ntetha &amp; Dikeledi Seleka</i> <b>Master Tutorial</b>	<b>Cultivating Wellbeing at work: contributions from the applied organisational Neurosciences.</b>  <b>Part 1: Ethical challenges and opportunities</b> <i>Prof. Dirk Geldenhuys, Dr. Andrew Johnson, Stefan Botes, &amp; Ingra du Buisson-Narsai</i>	<b>SHL Demo corner (11:10 - 11:30)</b>
11:30-12:30	<b>Wellness: A Johannesburg Stock Exchange case study</b> <i>Donald Khumalo – HR Director, JSE</i> <b>Case study</b>	<b>Job insecurity, facades of conformity and burnout during the Covid-19 pandemic.</b> <i>Prof. Fiona Donald &amp; Tshepo Tumelo</i> <b>Research Presentation</b>	<b>Part 2: Wellbeing applications from unique Neuroscience fields</b> <i>Zahirah Phatudi, Jenny Venter, Rob Jardine, Prof. Dirk Geldenhuys, &amp; Ingra du Buisson-Narsai</i>	
12:30 - 13:15	Lunch			
13:15 - 14:15	<b>AI with a human touch: The validity and fairness of AI-enabled video assessments in the South African context.</b> <i>Prof. Hennie Kriek &amp; Kim E. Dowdeswell</i> <b>Research Presentation</b>	<b>Authenticity, diversity and inclusion: A case study.</b> <i>Dr. Ruwayne Kock &amp; Ceri Mongie</i> <b>Case Study</b>		<b>Psytech Demo Corner (13:15 - 13:35)</b>
14:15 - 15:15	<b>Supporting ethical and humane practices: How prepared are Industrial Psychologists to counsel in the workplace?</b> <i>Prof. Marieta du Plessis, Prof. Lené Graupner, Dr. Chris Jacobs, Sendry Moralo &amp; Prof. Ameeta Jaga</i> <b>Panel Discussion</b>	<b>Grief at work: psychological wellbeing for line managers &amp; employees.</b> <i>Dr. Stanley Arumugam</i> <b>Case Study</b>	<b>People Assessments in Industry (PAI) presents a South African practitioner overview of the current Assessment landscape</b> <i>Nivy Moodley, Sherwyn Roussouw, &amp; David Bischof</i> <b>Case Study</b>	
15:15-15:30	Tea Break			
15:30-16:30	<b>Keynote: Dr. Stephanie Creary</b> <i>Identity and diversity thought leader, scholar and field researcher. Assistant Professor, Wharton School of the University of Pennsylvania</i>			
16:30-17:30	<b>Legitimate Organisations: places where we can thrive and value our shared humanity.</b> <i>Gail Wrogemann, Dr. Rean du Plessis, Beverley Whitehead, Kgomotso Malinga, Stefan Botes, Steven Breger, Dr. Viveka Christiersen, &amp; Dr. Thandiwe Gama</i> <b>Panel Discussion</b>	<b>Leadership as a predictor of diversity climate: A dominance analysis.</b> <i>Dr. Sean Mccallaghan &amp; Prof. Marita Heyns</i> <b>Research Presentation</b>	<b>Being future-fit as Industrial-Organisational Psychologist – engaging effectively with the fourth Industrial Revolution.</b> <i>Prof. Theo Veldsman, Dr. Ruwayne Kock. Dr. Sharon Munyaka Dr. Natasha Winkler-Titus, Shirleen Titus &amp; Prof. Crystal Hoole</i> <b>Panel Discussion (90 minutes)</b>	<b>Crafting inclusive organisations - taking up our societal role.</b> <i>Dr. Rica Viljoen, Dr. Anna-Rosa le Roux &amp; Charlene Moody</i> <b>Case Study</b>
17.30 - 18:30		<b>Protection of Personal Information Act - what you should know.</b> <i>Gilles Van De Wall</i> <b>Master Tutorial</b>		

# DAY 2 - Thursday 22 July

	Stream 1	Stream 2	Stream 3	Stream 4
08.00-08.25	Registration (Pilates)			
08:25-08:45	Welcome and SIOPSA Presidential Awards Announcement			
08:45-09:45	<b>Keynote – Dr. Andrew Johnson</b> <i>Eskom Chief Learning Officer &amp; SIOPSA Past President</i>			
09:45 - 10:15	Tea Break			
10:15-11:15	<b>Thinking human first: Designing a human-centric talent acquisition experience in a multi-national insurance organisation.</b> <i>Marna van der Merwe &amp; Dieter Veldsman</i> <b>Case Study</b>	<b>Identifying internal talent and driving succession planning in a non-profit mutual assurance organisation.</b> <i>David Bischof &amp; Vandana Naran</i> <b>Case Study</b>	<b>From ACs to DCs: An Evolution in using Development Centres to identify, develop and engage talent in Absa.</b> <i>Dr. Daniel H Burger, Ioulia Koutris, Stacy Isaacs &amp; Demi Wertheimer</i> <b>Case Study</b>	<b>Cognadev Demo Corner (10:15 - 10:35)</b>
11:15-12:15	<b>Iintombi zinecebo: Economic action through a continuum of dependency, instrumentality and vulnerability.</b> <i>Dr. Sinethemba S. Sidloyi</i> <b>Research Presentation</b>	<b>A cordial employment breakup! Is it possible? Reviewing a dignified approach to the process of retrenchments.</b> <i>Ntokozi Hlengiwe Khoza</i> <b>Master Tutorial</b>	<b>Promoting a humane working environment for foreign academics at a higher education institution: The impact of wellbeing and adjustment on job performance.</b> <i>Moleen Mhlanga &amp; Dr. Annelize van Niekerk</i> <b>Research Presentation (30 mins)</b> -----	
12:15 - 13:00	Lunch (Dr Makgathi Mokwena - Mindfulness Session)			
13:00 - 14:00	<b>Working for (decent) work – a case study on the Harambee Youth Employment Accelerator .</b> <i>Romy Dijkman &amp; Kyla Sparks</i> <b>Case Study</b>	<b>Experiences of a systems psychodynamic executive group coaching programme (SPEGCP).</b> <i>Dr. Adrian Parsadh &amp; Dr. Frans Cilliers</i> <b>Case Study</b>	<b>Assessment Centres, Technology and Ethics</b> <i>Sandra Schlebusch &amp; Petrus Nel</i> <b>Master Tutorial</b>	<b>Anglo American Demo corner (13:00 - 13:20)</b>
14:00 - 15:00	<b>“I cannot believe you just said that”: The Role of Conscious inclusion in re-humanising the Workplace.</b> <i>Dr. Siphokazi Ntetha, Fortune Gamanya, Jolandi Yeates, Mzamo Masito &amp; Danny Alexandre</i> <b>Panel Discussion</b>	<b>Feedback during times of Covid: Is feedback still feedback during a period of radical changes and what the new norm looks like.</b> <i>Dr. Danie Oosthuizen</i> <b>Case Study</b>	<b>Being Wellness in the workplace</b> <i>Dr. Noushin Bayat, EdD</i> <b>Master Tutorial</b>	
15:00-15:15	Tea Break			
15:15-16:15	<b>Experience of Covid-19 at the beginning of the lockdown in South Africa: A systems psychodynamic exploration.</b> <i>Dr. Adrian Parsadh, Prof. Michelle May &amp; Lee-ann Greyling</i> <b>Case Study</b>	<b>Why black Industrial and Organisational Psychologists' (IOP) lives matter.</b> <i>Dr. Ruwayne Kock, Dr. Grace Mansah-Owusu, Judi Nwokedi, Anthea Platt, Macy Cheeks, &amp; Shavonne Holman</i> <b>Panel Discussion</b>	<b>A Leadership Philosophy as an enabler for leaders in a time of crisis.</b> <i>Jessica Brownlee &amp; Dr. Christelle Westerman-Clark</i> <b>Master Tutorial</b>	
16:15-17:15	<b>Keynote: Dr. Thema-Bryant Davis</b> <i>Tenured professor of psychology in the Graduate School of Education and Psychology at Pepperdine University. Licenced Clinical Psychologist</i>			
17:15 – 18:15		<b>Reskilling for the future of work: a human-first approach to a skills-shortage dilemma.</b> <i>Lome Koekemoer, Prof. Leon de Beer, Trevor Kunda &amp; Simi Ramgoolam</i> <b>Panel Discussion</b>	<b>Testing a decent work - satisfaction-turnover intention model in the South African Public service: The role of job embeddedness &amp; engagement.</b> <i>Prof. Willie Chinyamurindi</i> <b>Research Presentation (30 mins)</b> ----- <b>Othering and belonging in knowledge transfer in diverse contexts: Implications for participant experience and practice.</b> <i>Monique Woodborne &amp; Prof. Vasi Van Deventer</i> <b>Research Presentation (30 mins)</b>	

# DAY 3 – Friday 23 July

	Stream 1	Stream 2	Stream 3	Stream 4
8:00 - 8:25	Registration			
08:25- 08:45	Welcome by current President (Dr. Natasha Winkler-Titus) and address by incoming President (Prof. Crystal Hoole)			
08:45-09:45	Keynote - Dr. Armand Bam			
09:45 - 10:15	Tea Break			
10:15-11:15	<b>Organisational readiness to embrace Artificial Intelligence (AI) within the Workplace.</b> <i>Tebogo Mdhuli, Lize De Bruyn, Tsholofelo Mothibi, Evelyn Aphane, Nozuko Motswiane, Keith Jena, Loot Van Dyk, &amp; Leentjie Strydom</i> <b>Case Study</b>	<b>The Digital Leader: Research, Applications and Future Directions.</b> <i>Marcel Harper</i> <b>Research Presentation (30mins)</b> ----- <b>Exploring survivors' well-being in organisational change contexts.</b> <i>Dedrieka Magdalena Nel &amp; Dr. Annelize van Niekerk</i> <b>Research Presentation (30 mins)</b>	<b>Leading Conscious Corporate Citizens</b> <i>Dr. Claudelle Von Eck</i> <b>Master Tutorial</b>	
11:15-12:15	<b>Exploring the perceived failure of Diversity, Equity and Inclusion (DEI) initiatives.</b> <i>Dr. Andrew Johnson, Wade Goodwin, Veronica King, Neo Mamathuba &amp; Lindiwe Stacey.</i> <b>Panel Discussion</b>	<b>Beyond Covid-19: Rethinking the (humane) leadership agenda</b> <i>Lome Koekemoer &amp; Mamatebele Hoohlo</i> <b>Master tutorial</b>	<b>Does an AI engine outperform human assessors: A criterion-based research study.</b> <i>Dr. Pieter Bronkhorst</i> <b>Research Presentation</b>	
12:15 - 13:00	Lunch			
13:00 - 14:00	<b>Growth mindset and employee well-being in the workplace.</b> <i>Carmen Michelle Latré, Dr. Sumari O'Neil &amp; Prof. Arien Strasheim</i> <b>Research Presentation</b>	<b>A new conceptualisation and measurement of employee burnout (oh, there's an app too!)</b> <i>Prof. Leon de Beer</i> <b>Research Paper (30 mins)</b> ----- <b>Exhausted but engaged: Work-Related Well-Being Profiles of South African Employees.</b> <i>Prof. Leoni van der Vaart &amp; Prof. Leon de Beer</i> <b>Research Presentation (30 mins)</b>	<b>Humane Workplaces</b> <i>Lungi Langa - Group Executive: HR at Airports Company South Africa</i> <b>Master Tutorial</b>	<b>Evalex Demo Corner (13:00 - 13:20)</b>
14:00 - 15:00	<b>Making the cut: The art of setting cut-scores for talent decisions supporting utility, diversity, and inclusivity.</b> <i>Hennie Kriek</i> <b>Master Tutorial</b>	<b>How mature is your organisation in implementing Diversity &amp; Inclusion? Maturity is an indicator of a 'human' driven vs 'compliance' driven D&amp;I model.</b> <i>Rendani Tshililo-Baumgartner</i> <b>Master Tutorial</b>	<b>A Talent Value Proposition for a South African Higher Education Institution.</b> <i>Dr. Musawenkosi Saurombe</i> <b>Research Presentation</b>	
15:00-15:15	Tea Break			
15:15-16:15	<b>Are we complicit: A critical discussion of Diversity, Equity and Allyship.</b> <i>Rob Jardine &amp; Dr. Ruwayne Kock</i> <b>Master Tutorial</b>	<b>Leading in uncertain times? Why most Leadership Frameworks won't work.</b> <i>Jorn Dannheimer &amp; Brandon Pleaner</i> <b>Master Tutorial</b>	<b>Wellness as a pillar of humane workplaces in SA Technology firms.</b> <i>Gemma Oberholzer &amp; Jessica Brownlee</i> <b>Case Study</b>	
16:15 – 16:30	Oath ceremony			
16:30 - 17:30	<b>Keynote: Professor Nathan Kuncel</b> <i>Marvin D. Dunnette Distinguished Professor of Industrial-Organizational Psychology, McKnight Presidential Fellow</i>			
17:30 - 17:40	Conference closing and announcement of competition winners			