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INDUSTRIAL PSYCHOLOGY NEWSLETTER
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Die tyd het aangebreek vir die tweede nuusbrief van 2011!

UIT DIE VOORSITTER SE KANTOOR

Departement Bedryfsielkunde het tydens die eerste semester 'n herevalueringsbesoek van die *Health Professions Council of South Africa* ontvang. Die uitslag met betrekking tot die BComm Honneurs (Psig) dui daarop dat studente aan te veel potensieel professionele handelinge blootgestel word, terwyl nie almal uiteindelik vir die internskap registreer nie. Ons sal dus aan hierdie uitdaging aandag moet gee. In die geval van die MComm (Psig) was daar enkele newegeskikte aanbevelings, maar die belangrikste opmerking was dat daar sprake is van 'n sterk driehoekige verhouding tussen die departement, die internskapgewers, en die intern. Ons hartlike dank aan almal wat ons bygestaan het met die supervisie van ons interns. Ek wil ook ons twee internskapkoördineerders uitsonder, Dr Wim Myburgh en Michelle Visser, vir die besondere bydrae wat hulle met betrekking tot die bestuur van ons internskappe lewer. Terselfdertyd wil ons enigeen wat belang stel om as toesighoudende sielkundige te help, nooi om hulleself by die departement aan te meld.

Tydens die eerste semester van 2011 het 'n nuwe gemeenskapsinteraksieprojek beslag gekry. Die projek staan onder leiding van Michelle Visser en impliseer dat Departement Bedryfsielkunde en sy nagraadse studente 'n opleidingsprogram ontwikkel vir die mentore wat gekeur word vir die *Rachel's Angels* program. Die program behels dat medewerkende skole , graad 11 en 12 leerders identifiseer met die oog op die bevordering van hul akademiese vermoëns en algemene lewensvaardighede. Hierdie leerders word dan afgepaar met 'n gekeurde universiteitstudent as mentor. Departement Bedryfsielkunde sal ook betrokke wees by die keuring van die mentore, sowel as die aanbieding van die opleidingsprogram.

Die span psigometrisinterns van die eerste semester

Asof die jaar nie genoeg uitdagings opgelewer het nie, is ons tans besig met voorbereidings vir 'n eksterne departementele evaluering wat in November 2011 sal plaasvind.

Departement Bedryfsielkunde speel as medewerkende departement, 'n leidende rol in die organisering van die *21st International Conference of the International Association for*

Cross-Cultural Psychology gedurende 17-21 Julie 2012 in Stellenbosch. Deelnemers aan hierdie kongres kan na afloop daarvan oorbeweeg na die *International Conference of Psychology* wat vanaf 22-27 Julie in Kaapstad aangebied word. Die tema van die IACCP-kongres is *Nurturing Diversity for Sustainable Development*. Meer inligting rakende die kongres kan op sy webwerf (www.iaccp2012southafrica.co.za) gevind word.

Ons wil enige voornemende nagraadse studente weereens nooi om ons webwerf (www.sun.ac.za/industial_psychology) te raadpleeg met die oog op die programme wat aangebied word (Dosering/Teaching). Let asseblief daarop dat die sluitingsdatum vir aansoeke stiptelik 31 Oktober 2011 is. Die elektroniese aansoekvorms is beskikbaar by www.sun.ac.za onder Voornemende Studente/Nagraads (vind die Online applications-skakel). Let asseblief daarop dat die universiteit se aansoekvorm die departementele vorm insluit.

CONFERENCES

'n Referaat van **dr Gina Görgens-Ekermans**, getiteld: *Developing Emotional Intelligence* is gelewer by die *First South African Positive Psychological Sciences Symposium*, wat vanaf 14–15 April 2011, by die Noord-Wes Universitet, Vanderbijlpark, plaasgevind het.

Prof Deon Meiring en mnr **Francois De Kock** het navorsingsterugvoer oor die departementele nisarea, wat handel oor takseersentrums, gelewer by die *31st Congress of the Assessment Center Study Group (ACSG)*, wat gedurende Maart 2011 te Stellenbosch plaasgevind het. Die titel van hul terugvoersessie was: *Research focus area for assessment and development centers in South Africa: Feedback*.

Dr Gina Görgens-Ekermans and prof Estelle Swart, delivered a paper at an international conference, with the title: *Developing Emotional Intelligence for increased stress management and better psychological and physical health: data from two studies*. Paper presented at the *15th Biennial Meeting of the International Society for the Study of Individual differences,* 25 - 28 July, London, United Kingdom.

'n Referaat van **prof Ronel Du Preez** en dr M Terblanche-Smit van die Departement Ondernemingsbestuur, getiteld: *The Relationship Between Self-Concept, Self-Efficacy, Emotional State, Weight Perception and Food Choice within Generation Y: Implications for Social Marketers* is gelewer by die *10th International Congress of the International Association on Public and Nonprofit Marketing (IAPNM 2011)* wat vanaf 15-18 Junie 2011 te Porto, Portugal, plaasgevind het.

'n Referaat van **Prof Johan Malan** met die titel: *National Culture as Facilitator or Inhibitor of Sustainable Development,* is aangebied by die *International Association for Cross-Cultural 2011 Regional Conference* in Istanbul, Turkye, vanaf 30 Junie tot 3 Julie 2011. Die algemene kwaliteit van die referate en die statuur van die aanbieders was volgens hom, nogal indrukwekkend!

Dr Renier Steyn (UNISA: Bestuurskool), Prof Deon Meiring en Prof Johan Malan

Op die meegaande foto (bo) verkeer Prof Johan Malan, Prof Deon Meiring, en dr Renier Steyn in ligter luim tydens die kongres se gala-dinee wat aan boord van 'n veerboot op die Bosphorus aangebied is.

Prof Deon Meiring also delivered a paper entitled: *Exploring the Cross-Cultural Application of Social Desirability within the SAPI Project*, at the *International Association for Cross-Cultural Psychology 2011 Regional Conference*, which took place in Istanbul, Turkey, from 30 June to 3 July 2011.

A paper by mr J. Van der Nest and **Dr Gina Görgens-Ekermans**, was presented at the *14th Annual Conference of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA),* which took place in Johannesburg from 27-28 July, 2011. The title of the paper was: *Narcissism and Workplace Aggression: How does Emotional Intelligence Influence this Relationship?*

By dieselfde kongres, het **me Michèle Boonzaier,** 'n referaat waarvan sy saam met **Dr Billy Boonzaier** en Yolandi Janse van Rensburg die outeurs was, getiteld: *Antecedents of employee engagement in call centres*, gelewer.

'n Plakkaataanbieding van **Mnr Francois de Kock** en me Ester Kruger, is ook by hierdie kongres gelewer. Die titel daarvan was: *Convergent validity of alternative measures of judgment in the face of complexity*.

PUBLICATIONS

'n Artikel van **prof Amos Engelbrecht** en me Jenna Kamps is vir publikasie aanvaar. Die besonderhede daarvan is soos volg: Engelbrecht, A.S. & Kamps, J. (2011). The influence of emotional intelligence on diversity complexity cognition and the attitude towards diversity. *South African Journal of Business Management".*

Twee artikels waarvan **prof Callie Theron** die mede-outeur was, is vir publikasie aanvaar. Die besonderhede van die artikels is soos volg:

Moyo, S. & **Theron, C.C**. (2011). A preliminary factor analytic investigation into the first-order factor structure of the Fifteen Factor Questionnaire Plus on a sample of back South African managers. *South African Journal of Industrial Psychology*.

Dunbar, H., **Theron, C.C.** & Spangenberg, H.H. (2011). An investigation into the cross-validation of the Performance Index. *Management Dynamics.*

STUDENTE

Twee verwelkomingsfunksies het aan die begin van 2011 vir ons nagraadse studente plaasgevind. Op 24 Januarie is die modulêre studente op 'n funksie in ons personeelkamer verwelkom en op 8 Februarie, het 'n verwelkomingsfunksie vir die voltydse honneursstudente by De Oewer plaasgevind.

Ms Jenna Kamps passed the Board exam with distinction! Our congratulations to her!

Prof Malan oorhandig die sertifikaat aan Lindi

Op 8 April 2011, is 'n funksie aangebied waartydens 'n sertifikaat aan ons beste honneursstudent van 2010 oorhandig is. Me Lindi van der Westhuizen het die sertifikaat vir die beste honneursstudent ontvang. Aangesien me Maria Rönn – wie die sertifikaat as beste magisterstudent verwerf het – tans in Swede woon, is kontak per videokonferensie tydens die funksie met haar gemaak, sodat sy ook so formeel gelukgewens kon word.

MASTERS DEGREES – MARCH 2011

The following candidates received their master's degrees at the March 2011 graduation seremony:

DHLADHLA, TJ. (2011). *The Influence of Leader Behaviour, Psychological Empowerment, Job Satisfaction and Organizational Commitment on Turnover Intention.* MComm (Psych). Study Leader: **Mr FS de Kock.**

Abstract: Organisations continue to lose skilled and experienced employees due to voluntary turnover. As a result, understanding the factors that affect employees' turnover decisions is important. Although several existing studies have identified factors related to turnover, most empirical research utilise explanatory models that do not sufficiently address the intervening processes that lead to turnover intention. We used a correlational study in a sample of military personnel (*N* = 318) to examine the collective effects of perceived leader behaviour, psychological empowerment, satisfaction and commitment on turnover intention. The results supported a model where turnover intention was explained to result from a combination of these organisation-related and job-related attitudes. The study adds to the existing literature in two ways. First, the findings indicated that turnover intention results strongly from the combination of leader behaviour, psychological empowerment and organisational commitment. Psychological empowerment and organisational commitment play a dominant role in the development of tunorver intention, both directly and as mediating effects. A second unique finding of the present research was the positive relationship found between psychological empowerment and turnover intention, suggesting that either turnover process models may be more organisation-specific than previously thought (e.g., Alexander, 1998), or that empowerment may increase turnover intention because of enhanced career mobility. More detail about Teejay's results can be found at http://scholar.sun.ac.za/handle/10019.1/6583.

Ms M Lötter and Ms C Janse van Rensburg

JANSE VAN RENSBURG, C. (2011). *The Development of an Indigenous Conscientiousness Measurement Instrument for Usage in a Multicultural South Africa*. MComm (Psych). Study leader: **Prof D Meiring.**

Abstract: In Psychology literature, conscientiousness forms part of a model that describes personality. Conscientiousness is defined by characteristics such as hard-working, determined, dutiful and perseverance. Conscientiousness is also a strong indicator of work performance and is often used for psychometric assessments during selection. However, in South Africa psychometric assessment, and especially personality testing, has been scrutinised to ensure that it is fair and unbiased in a multicultural society.

This study focussed on the development of a Conscientiousness questionnaire based on a South African model of conscientiousness, which forms one factor of the South African Personality Inventory (SAPI) nine cluster model. The study aimed to investigate whether this conscientiousness questionnaire measures conscientiousness in South Africa. The study formed part of the second phase of the SAPI project (quantitative phase). An experimental conscientiousness instrument consisting of 255 items was administered to a sample of South African Police Service (SAPS) police reservists (*N* = 1051).

Following various analyses 88 of the 255 items were removed. The facets also increased to 26. Cronbach alpha coefficient scores showed acceptable levels of reliability for 21 of the 26 facets. Factor analysis indicated that one factor should be retained. 19 facets loaded on this factor. The findings thus confirm the underlying dimensionality of the conscientiousness cluster. However, the findings also indicate that some facets may have to be re-defined.

LöTTER, M. (2011). *The Development of an Integrity Measuring Instrument for various Cultural Groups as Conceptualised in the South African Personality Inventory (SAPI) Project.* MComm (Psych). Study leader: **Prof D Meiring.**

Abstract: An urgent need exists for the development of a locally, multicultural personality instrument for South Africa. The South African Personality Inventory (SAPI) project was launched with the specific aim of developing a comprehensive personality questionnaire for all eleven South African language groups that covers all major aspects of personality deemed relevant in the South African context.

The current study focused on developing an experimental instrument for the integrity cluster, one of the 9 SAPI clusters. This study forms part of the second phase of the SAPI project (quantitative phase). In this phase the experimental integrity instrument was administered to a sample of police reservists of the South African Police Service (SAPS; *N* = 1023).

Findings revealed that certain items should be removed (30 of 132 items were removed). The first-order factor analysis confirmed one factor per facet that should be retained (specifically: Honest, Loyal, Pretending, Responsible, Trustworthy, Truthful, and Fair) for most of the facets. The exceptions were the Morally Conscious facet where two factors emerged and the Discriminative facet where no significant factor emerged. With the exception of the Discriminative facet (low reliability coefficient) and the Fair facet (average reliability coefficient) all the facets demonstrated acceptable levels of reliability.

The study concluded that the underlying dimensionality of the data confirmed the structure of the integrity cluster and the experimental integrity instrument. This first draft instrument can thus be applied to multi-cultural groups.

PRETORIUS, A. (2011). *'n Beskrywend-diagnostiese ondersoek na die voorkoms van stres onder wingerdprodusente in die Wes- en Noord-Kaap*. MComm (MHB). Studieleier: **Prof DJ Malan.**

Opsomming: Boerdery word dikwels geag 'n idilliese beroep te wees. Die realiteit is egter ver verwyder van hierdie siening en internasionale navorsing toon dat landbouprodusente aan hoë vlakke van stres blootgestel word vanweë uitdagings uniek aan hul beroep. Die Amerikaanse Instituut van Beroepsveiligheid

en –Gesondheid plaas boerdery onder die tien persent stresvolste beroepe, en navorsing in die Verenigde Koningryk het gevind dat selfmoord onder landbouprodusente baie meer dikwels voorkom as in die res van die bevolking. Gegewe die rol wat landbou in die globale ekonomie speel en die noodsaaklikheid van landbou vir voedselvoorsiening, is die hoë voorkoms van stres in die landbou-industrie, en die impak daarvan, bekommerenswaardig. In Suid-Afrika was die streservaring van landbouprodusente, en die uitwerking daarvan op hul sielkundige welsyn, egter nog nie die fokus van navorsing nie en dus is literatuur oor stres onder landbouprodusente in Suid-Afrika beperk. Wingerdbou en die wynbedryf dra betekenisvol by tot die ekonomie, werkskepping en toerisme in die Wes- en Noord-Kaap van Suid-Afrika.

Na aanleiding van kwalitatiewe onderhoude met wingerdprodusente (N = 24) is 'n lys van moontlike stressors geïdentifiseer, asook moontlike demografiese, biografiese en persoonlikheidsfaktore wat die impak van stres kan beïnvloed. Die Landboustressor-vraelys is ontwikkel op grond van inligting verkry uit internasionale navorsing, asook vanuit die kwalitatiewe onderhoude. Die vlak van organisasievertroue tussen wingerdprodusente en bestuur van die kelder waaraan hul lewer, asook koherensiesin, is ondersoek as faktore wat die streservaring, en die impak daarvan, kan modereer. Kwantitatiewe navorsing is uitgevoer deur 'n vraelys aan 'n gerieflikheidsteekproef wingerdprodusente te stuur. Die Organisasievertroue-vraelys is aangewend om die vlak van vertroue te evalueer, terwyl die 28-item Algemene Gesondheidsvraelys (GHQ-28) gebruik is om die sielkundige welsyn van wingerdprodusente te ondersoek. Antonovsky se Lewensoriëntasie-vraelys is gebruik om koherensiesin te meet. In totaal is 132 respondente gewerf vanuit 'n steekproef van meer as 1 000 wingerdprodusente. Die data is statisties verwerk en die resultate toon dat die psigometriese eienskappe van die meetinstrumente deurgaans bevredigend was, ook van die Landboustressor-vraelys wat die eerste keer aan statistiese ontleding onderwerp is. Meervoudige regressie het getoon dat organisasievertroue nie 'n moderator is in die interaksie tussen landboustres en geestesgesondheid nie. Koherensiesin is egter wel bevind om 'n sterk moderator in die interaksie te wees. Sekere biografiese en demografiese faktore het ook die effek van stres op geestesgesondheid beïnvloed. 'n Rangorde van stressors is saamgestel om te toon watter faktore die meeste stres onder Suid-Afrikaanse wingerdprodusente veroorsaak. Die vyf belangrikste stressore was regeringsbeleide en regulasies, stygende insetkostes, misdaad in Suid-Afrika, lae komoditeitspryse en onsekerheid oor die toekoms van boere in Suid-Afrika. Aanbevelings is gemaak ten opsigte van moontlike intervensies wat wingerdprodusente kan ondersteun in die hantering van landboustres, asook voorstelle vir toekomstige navorsing.

PERSONEELSAKE

Prof Ronel du Preez

Prof Ronel du Preez is vanaf ingang 1 Julie 2011, aangestel as Visedekaan: Onderrig, van die Fakulteit Ekonomiese en Bestuurswetenskappe.

Dr Gina Görgens-Ekermans en **mnr Francois de Kock** is aanvaar om deel te wees van die "Andrew Mellon Foundation Early Career Researcher Programme".

NEWS SNIPPITS!

- 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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