



## A word from our Director...



The School of Industrial Psychology and Human Resources is honoured to once again be hosting our annual Academic Excellence

Awards Ceremony. On this special occasion we acknowledge our staff, students and the accomplishments of the year so far.

In efforts to unify the School regular School meetings have been held to allow staff to share feedback regarding Teaching and Learning practices, social responsibility programmes and progress in the School's marketing initiatives. The School has appointed a Public Relations Management student as an intern. One of our intern's main goals is to create awareness in the local high schools regarding our three undergraduate programmes. Through the intern the School has been involved in a number of interactions with high school learners.

At the end of last year we had to bid farewell to Dr. Osmond Ngalo who retired and Dr Gert Louw, who sadly passed away. On a positive note we welcome two new members to our team, Mrs Ophelia Veldkornet and Mr Frik Nortje. I believe that they have made the right choice to join our School and University.

I would like to take this opportunity to congratulate all the award recipients. Your hard work and dedication requires acknowledgement and recognition. To our sponsors - thank you for being willing to provide the awards and for your association with the School.

We have had a number of highlights, so far this year, graduation being one of the greatest. To our staff - thank you for your dedication, passion and contribution to the success of our team.

Kind regards,

Dr. Michelle Mey

## OUR GRADUATING STAFF



We are proud of our colleagues who graduated in April 2015. Marli completed her BCom Honours in Industrial and Organisational Psychology and Stacy completed her BA Honours in Industrial and Organisational Psychology. Elaine and Nuraan both completed their MTech in Human Resource Management, both graduating Cum Laude. *From left:* Miss Marli Smit, Mrs Elaine Coetzee, Mrs Nuraan Agherdien and Miss Stacy Shelton

### SARA Bursary awarded to Stacy Shelton



Miss Stacy Shelton was awarded the South African Rewards Association (SARA) Bursary for her studies. It is a prestigious and nationwide award, which is handed out a few times annually.

To be considered for this award a proposal has to be submitted why she believed that she deserved the award as well information on her research topic, which is **The relationship between intrinsic rewards, personality and emotional intelligence specifically within the education sector**. The condition attached to the bursary is that SARA has full access to the research once she has completed her studies.

Stacy plans on using the money towards her fees and the SAIMS Conference taking place in Cape Town at the end of this year.

WELL DONE STACY!! Your hard work has paid off.

### Mrs Bridget De Villiers special award

Congratulations to Bridget De Villiers; who was awarded the NMMU Council MTech Award for 2014 (Social Sciences and Humanities) for her dissertation entitled **THE INFLUENCE OF STUDENT ENGAGEMENT ON THE ACADEMIC SUCCESS OF FIRST-YEAR HUMAN RESOURCE MANAGEMENT DIPLOMA STUDENTS**. In her study she considered the declining quality of undergraduate students and the pressure that this creates on academics to find strategies to improve pass rates. Re-educating students is expensive and can be prevented through increasing the engagement levels of students. The aim of the study was to identify student behaviours and institutional conditions that influence the engagement and academic success of first-year university students at Nelson Mandela Metropolitan University. A quantitative analysis, using a structured questionnaire, was conducted among first-year Human Resource Management diploma students. Student-staff interaction emerged as a significant indicator of student success. Practical strategies for promoting student engagement were recommended.

## Farewell and Welcome

### Farewell to staff members

We bid farewell to Dr. Osmond Ngalo, who retired after 16 years of service. Thank you for all your hard work and dedication. May you have a wonderful retirement.

We also said good bye to Dr Gert Louw, who passed away on the 7<sup>th</sup> of September 2014. His presence is deeply missed.

### Welcome to our new staff members

The School would like to welcome two new staff members; Ophelia Veldkornet and Frik Nortje. Ophelia is the new Industrial Relations lecturer in the HRM Department and Frik is the new Industrial and Organisational Psychology lecturer in the IOP Department.

We trust that you will enjoy a long and fulfilling journey with us.



## Our new staff members....

### Mrs Ophelia Veldkornet

#### What did you study?

*I studied BA Psychology (2004), BA Honours Labour Relations and Human Resource Management (2005), MA Sociology (2009).*

#### Where did you study and for how long?

*I studied at NMMU, previously known as UPE, in 2004, 2005 and 2009.*

#### What do you specialise in?

*I specialise in Employee/Industrial Relations. That's where my passion lies, it is challenging and very interesting.*

#### How long have you been in the industry?

*I started to practice Human Resources in 2007 as a Human Resource Consultant at Edcon and was promoted to Human Resource Manager within 1 year. I was offered a position as Human Resource Officer at Coca Cola fortune in 2010 and have over 7 years' experience as a Human Resource Practitioner.*

#### If you could give the students one tip towards their studies, what would it be?

*It is important to have a vision and to know where your ultimate destination is and to always give your best. I love the following quote: "The price of success is hard work, dedication to the job at hand and determination that whether we win or lose we have applied the best of ourselves to the task at hand" Vince Lombardi*

#### Do you have any hobbies?

*Spending time with my hubby and kids.*



### Mr Frik Nortje

#### What did you study?

*I started out in Psychology completing an Honours degree and an academic Masters degree in Clinical Psychology. After having worked at the SAPS as a Psychologist I was exposed to Industrial Psychology which inspired me to complete a Masters degree in Industrial Organisational Psychology. During this time I realised that, although I know a bit about human behavior, I am not that well-versed in "business". This realization led to me doing an MBA whilst I was living in the UK. Now, I am exploring topics for a PHD*

#### Where did you study and for how long?

*I studied at the NWU (back then, the Potchefstroom University for Christian Higher Education) between 1993 and 2003. Simultaneously I was also registered at UNISA doing some subjects in Criminology. In 2005 I started an MBA at the Open University Business School (OUBS) in the UK.*

#### What do you specialise in?

*I don't regard myself as a specialist in any sub-component of Industrial Psychology. My career path up to now required me to be a "generalist". If I had to choose I would say that my passion lies in Organisational Development.*

#### How long have you been in the industry?

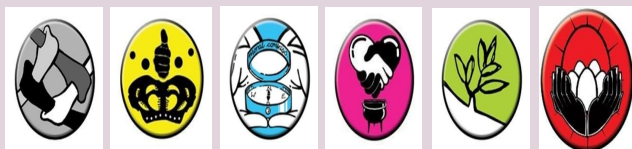
*My first job was at a Hospital in Orkney as a Counsellor shortly after I completed my Honours degree in 1996. I have been in industry for 19 years (doing various things in SA and the UK).*

#### If you could give the students one tip towards their studies; what would it be?

*I once read a quote by Diana Waring that said that "the difference between mediocrity and excellence is often a matter of effort". For the limited time you have at University make the effort to become excellent. Being excellent will yield results for the rest of your life (the same could be said about mediocrity).*

#### Do you have any hobbies?

*Having bought a 117-year-old house forces me to have "house renovation" as a hobby. When I am not renovating I love fishing (with light tackle); photography, and; doing wood work. Above all I love spending time with my wife and our two young children.*







### Award Winners

Miss Telamisile Mdluli	Miss Mukhethwa Chauke
Miss Dewolene Delaura	Miss Shelby Mace
Mr Sakhumzi Manyisana	Miss Genevieve Kleb
Miss Bridget Kezaabu	Miss Sharfaa Allie
Miss Ella Pool	Miss Nabeela Abrahams
Miss Christine Nantege	Miss Stacy Shelton
Miss Taryn Thuynsma	Mr Simeon van Jaarsveld
Miss Danielle Terblanche	Mrs Bridget De Villiers

### Awards Ceremony Recipient Criteria

Congratulations to our top 2014 academic achievers. This year heralds the School's second Annual Awards Ceremony. The award is presented to the top student in each year across all qualifications within the School. The selection criteria required that the student attend on a full time basis and had full credits within their year of study. The students in each year with the highest overall average marks across all modules were selected. At the ceremony each student is awarded a certificate and a monetary reward donated by sponsors, which included staff members and industry associates.

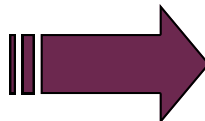
### Honours students give back to the community

A corporate social responsibility programme has been started up by some of our Labour Relations and Human Resources Honours students. The group is made up of six members namely; Rushni Lillah, Andre de Souza, Shumeeka Caderbegg, Paula Thom, Bongiwé Danster and Sisa Nkosibomvu. They approached Bayview Primary School, an underprivileged school in a poverty stricken community, to provide assistance.

They decided to give back to the community by building a library/reading room for the Bayview children. This project has been running from the end of March 2015, and will continue until the room is complete. They have three main objectives for the programme:

firstly to nurture and encourage more schools to establish and maintain school libraries/reading rooms; secondly to have a school library/reading room policy set in place within every School Development Plan; and thirdly to have a designated teacher/librarian for each school in the programme.

Thus far the students have sorted and cleaned the room as well as sanded the floor. They have collected books and cleaned and repaired books that were in need of TLC. There is still so much more that they wish to accomplish such as having shelves made, fixing the existing shelves and painting the inside of the room. As a final touch they would like to fix the broken windows.





# Our year so far

