

Table of Contents

SA Journal of Industrial Psychology

ISSN: 0258-5200 (print) | ISSN: 2071-0763 (online)

Vol 45 (2019)

Editorial

1

SA Journal of Industrial Psychology: Annual editorial overview 2019

Melinde Coetzee

SA Journal of Industrial Psychology | Vol 45 | a1741 | 26 November 2019

Original Research

7

Workplace flourishing: Measurement, antecedents and outcomes

Kleinjan Redelinghuys, Sebastiaan Rothmann, Elrie Botha

SA Journal of Industrial Psychology | Vol 45 | a1549 | 09 January 2019

Original Research

18

Do wage and wage satisfaction compensate for the effects of a dissatisfying job on life satisfaction?

Jacob A. de Coning, Sebastiaan Rothmann, Marius W. Stander

SA Journal of Industrial Psychology | Vol 45 | a1552 | 10 January 2019

Original Research

29

Co-constructing integrity: A conceptual framework

Annelize van Niekerk, Michelle S. May

SA Journal of Industrial Psychology | Vol 45 | a1498 | 22 January 2019

Original Research

41

Minorities' experiences of office gossip

Nasima M.H. Carrim

SA Journal of Industrial Psychology | Vol 45 | a1562 | 18 February 2019

Original Research

51

Predictive performance models in the South African Business Process Services industry

Chris T.G. Jacobs, Gerhard (Gert) Roodt

SA Journal of Industrial Psychology | Vol 45 | a1493 | 20 February 2019

Original Research

67

Gender traits in relation to work versus career salience

Madelyn Geldenhuys, Anita Bosch, Shuaib Jeewa, Ioulia Koutris

SA Journal of Industrial Psychology | Vol 45 | a1588 | 25 February 2019

Original Research

75

Strengths use, deficit correction, thriving and performance of academics at universities of technology

Fathima E. Mahomed, Sebastiaan Rothmann

SA Journal of Industrial Psychology | Vol 45 | a1577 | 19 March 2019

Original Research

85

The principled leadership scale: An integration of value-based leadership

Karen Hendrikz, Amos S. Engelbrecht

SA Journal of Industrial Psychology | Vol 45 | a1553 | 27 March 2019

Original Research

95

The impact of workplace bullying on flourishing: The moderating role of emotional intelligence

Elizabeth C. Nel

SA Journal of Industrial Psychology | Vol 45 | a1603 | 04 April 2019

Original Research

104

Women's prospects for career advancement: Narratives of women in core mining positions in a South African mining organisation

Kgope P. Moalusi, Candice M. Jones

SA Journal of Industrial Psychology | Vol 45 | a1564 | 15 April 2019

Original Research

115

The South African perspective on the lean manufacturing Respect for People principles

Rojanette Coetzee, Cara Jonker, Karl van der Merwe, Liezl van Dyk

SA Journal of Industrial Psychology | Vol 45 | a1613 | 25 April 2019

Original Research

126

Authentic leadership and work engagement: The indirect effects of psychological safety and trust in supervisors

Natasha Maximo, Marius W. Stander, Lynelle Coxen

SA Journal of Industrial Psychology | Vol 45 | a1612 | 23 May 2019

Original Research

137

Labour market interventions to assist the unemployed in two townships in South Africa

Rachéle Paver, Sebastiaan Rothmann, Anja van den Broeck, Hans de Witte

SA Journal of Industrial Psychology | Vol 45 | a1596 | 27 May 2019

Original Research

151

Exploring subjective career success using the Kaleidoscope Career Model

Eileen Koekemoer, Anne Crafford

SA Journal of Industrial Psychology | Vol 45 | a1638 | 10 June 2019

Original Research

162

Preliminary development of the Higher Education Hindrance Demands Scale amongst academics in the South African context

Nelesh Dhanpat, Roslyn de Braine, Madelyn Geldenhuys

SA Journal of Industrial Psychology | Vol 45 | a1595 | 18 June 2019

Original Research

174

Exploring organisational diversity climate with associated antecedents and employee outcomes

Sean McCallaghan, Leon Jackson, Marita Heyns

SA Journal of Industrial Psychology | Vol 45 | a1614 | 24 June 2019

Original Research

184

Job crafting, proactive personality and meaningful work: Implications for employee engagement and turnover intention

Nicola Vermooten, Billy Boonzaier, Martin Kidd

SA Journal of Industrial Psychology | Vol 45 | a1567 | 30 July 2019

Original Research

197

Nurses' views on promotion and the influence of race, class and gender in relation to the Employment Equity Act

Mariana M. van der Heever, Anita S. van der Merwe, Talitha Crowley

SA Journal of Industrial Psychology | Vol 45 | a1611 | 31 July 2019

Original Research**210**

A psycho-philosophical view on the 'conceptualisation' of psychological measure development

Hannelie du Preez, Werner de Klerk

SA Journal of Industrial Psychology | Vol 45 | a1593 | 31 July 2019

Original Research**220**

The career development processes of women refugees in South Africa: An exploratory study

Tatenda Nyabvudzi, Willie T. Chinyamurindi

SA Journal of Industrial Psychology | Vol 45 | a1662 | 20 August 2019

Original Research**231**

Developing a measurement instrument for coping with occupational stress in academia

Melissa du Plessis, Nico Martins

SA Journal of Industrial Psychology | Vol 45 | a1653 | 28 August 2019

Original Research**244**

Human resources management practice, job satisfaction and affective organisational commitment relationships: The effects of ethnic similarity and difference

Okechukwu E. Amah, Kabiru Oyetunde

SA Journal of Industrial Psychology | Vol 45 | a1701 | 23 September 2019

Original Research**255**

Investigating the construct validity of an electronic in-basket exercise using bias-corrected bootstrapping and Monte Carlo re-sampling techniques

Jurgen Becker, Deon Meiring, Jan H. van der Westhuizen

SA Journal of Industrial Psychology | Vol 45 | a1582 | 26 September 2019

Original Research**272**

Investigating the factor structure of the South African Personality Inventory – English version

Nadia Morton, Carin Hill, Deon Meiring, Leon T. de Beer

SA Journal of Industrial Psychology | Vol 45 | a1556 | 17 October 2019

Original Research**285**

Integrity and derailment of senior leaders in the Southern African context

Pieter Koortzen, Rudolf M. Oosthuizen

SA Journal of Industrial Psychology | Vol 45 | a1677 | 21 October 2019

Original Research**299**

At the edge of the Fourth Industrial Revolution: Employees' perceptions of employment equity from a CIBART perspective

Rudolf M. Oosthuizen, Claude-Hélène Mayer

SA Journal of Industrial Psychology | Vol 45 | a1695 | 24 October 2019

Original Research**310**

Explicating the South African Psychological Ownership Questionnaire's confirmatory factor analysis model fit: A Bayesian structural equation modelling approach

Pieter Schaap

SA Journal of Industrial Psychology | Vol 45 | a1643 | 20 November 2019

Book Review**326**

A critical reflection on the psychology of retention

Llewellyn E. van Zyl

SA Journal of Industrial Psychology | Vol 45 | a1600 | 29 January 2019

Vol 45 (2019) Special Collection: Mental Health Research in African Organisations**Editorial****330**

Mental health research in African organisations: Advancing theory and practice

Willie T. Chinyamurindi

SA Journal of Industrial Psychology | Vol 45 | a1727 | 10 October 2019

Original Research**331**

The influence of employees' cross-cultural psychological capital on workplace psychological well-being

Martina Kotze, Liezel Massyn

SA Journal of Industrial Psychology | Vol 45 | a1660 | 10 October 2019

Original Research**339**

Factors and effects of work-related stress and burnout on the well-being of social workers in the Eastern Cape province, South Africa

Jabulani G. Kheswa

SA Journal of Industrial Psychology | Vol 45 | a1661 | 10 October 2019

Original Research**349**

Differential item functioning of the CESDR-R and GAD-7 in African and white working adults

Carolina Henn, Brandon Morgan

SA Journal of Industrial Psychology | Vol 45 | a1663 | 10 October 2019

Original Research**359**

Mental health and corporate social responsibility for industrial psychology

Dean Vermeulen, Lené I. Graupner, Bouwer E. Jonker

SA Journal of Industrial Psychology | Vol 45 | a1665 | 10 October 2019

Original Research**369**

The influence of organisational stressors on the well-being and performance of operational police members

Masefako A. Gumani

SA Journal of Industrial Psychology | Vol 45 | a1674 | 10 October 2019

Original Research**383**

Workplace spirituality and the ethical behaviour of project managers

Freda van der Walt, Pieter Steyn

SA Journal of Industrial Psychology | Vol 45 | a1687 | 10 October 2019

Original Research**392**

Antecedents of psychological well-being among workers within small and medium enterprises

Eugine T. Maziriri, Tinashé Chuchu, Nkosivile W. Madinga

SA Journal of Industrial Psychology | Vol 45 | a1691 | 10 October 2019

Vol 45 (2019) Special Collection: Open Science Practices - a vision for the future of SAJIP**Editorial****405**

Enhancing scientific credibility: An open science strategy for the *South African Journal of Industrial Psychology*

Llewellyn E. van Zyl

SA Journal of Industrial Psychology | Vol 45 | a1768 | 12 December 2019

Opinion Paper**417**

On reproducibility and replicability: Arguing for open science practices and methodological improvements at the *South African Journal of Industrial Psychology*

Emir Efendic, Llewellyn E. van Zyl

SA Journal of Industrial Psychology | Vol 45 | a1607 | 30 May 2019

Opinion Paper**427**

A reply from a 'pracademic': It is not all mischief, and there is scope to educate budding authors

Mark H.R. Bussin

SA Journal of Industrial Psychology | Vol 45 | a1726 | 02 December 2019

Opinion Paper**430**

Burning the straw man: What exactly is psychological science?

David J.F. Maree

SA Journal of Industrial Psychology | Vol 45 | a1731 | 06 December 2019

Opinion Paper**435**

Avoiding the elephant in the room: The real reasons behind our research crisis

Crystal Hoole

SA Journal of Industrial Psychology | Vol 45 | a1723 | 12 December 2019

Opinion Paper**440**

The replicability crisis as chance for psychological research and *South African Journal of Industrial Psychology*

Alina S. Hernandez Bark

SA Journal of Industrial Psychology | Vol 45 | a1724 | 13 December 2019

Rebuttal**443**

Reducing our dependence on null hypothesis testing: A key to enhance the reproducibility and credibility of our science

Kevin R. Murphy

SA Journal of Industrial Psychology | Vol 45 | a1717 | 05 November 2019

Rebuttal**447**

Examining the strings of our violins whilst Rome is burning: A rebuttal

Theo H. Veldsman

SA Journal of Industrial Psychology | Vol 45 | a1725 | 05 December 2019

Rebuttal**453**

On the future of *South African Journal of Industrial Psychology*

Frans Cilliers

SA Journal of Industrial Psychology | Vol 45 | a1732 | 12 December 2019

Rebuttal**455**

Indeterminateness in industrial and organisational psychological research: A root metaphor analysis

Frederik (Freddie) Crous

SA Journal of Industrial Psychology | Vol 45 | a1756 | 12 December 2019

Rebuttal**460**

Debating the scientific credibility of industrial and organisational psychology: A rebuttal

Llewellyn E. van Zyl, Nina M. Junker

SA Journal of Industrial Psychology | Vol 45 | a1766 | 12 December 2019

Reviewer Acknowledgement**475**

SA Journal of Industrial Psychology | Vol 45 | a1767 | 11 December 2019