NORTH-WEST UNIVERSITY
YUNIBESITI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT

WorkWell
Research Unit for Economic and Management Sciences

ANNUAL REPORT

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1. INTRODUCTION

During the year 2009 it was important for the research unit to take stock and reassess its focus following the implementation of new research entities.

Importantly, a research statement was developed for each school in the unit, in order to bring greater focus to work being done. Quality assurance was enhanced through the formalisation of a suitable ethical review process for research proposals and the introduction of a Post-graduate Degrees Committee that examines all reports from external examiners.

This report considers some of the indicators, highlights and outputs of the unit over the reporting year.

2. SCORECARD OF WORKWELL

Central to our output-oriented management approach is the use of a scorecard to track performance. The scorecard is contained in Table 1 below, and compares the performance in 2009 with those of previous years. The 2008 figures present those for the separate entities (i.e. WorkWell and (the now defunct) Think!Well), as well as their total, which presents the current format of WorkWell, for the period January 2008 to December 2008. These (2008) figures do not reflect the output of the niche area in Tourism.

Table 1

The scorecard for WorkWell, 2004 - 2009

					2008			
INDICATOR	**2004**	**2005**	**2006**	**2007**	**WorkWell**	**Think!Well**	**Total**	**2009**
Publications	31	50	46	32	30	26	56	**51**
Accredited journal	27	44	41	31	28	26	54	**46**
▪ International	6	11	12	10	14	3	17	**13**
▪ National	23	33	29	22	16	23	39	**33**
Article equivalents in accredited journals	19.45	31.14	35.49	29.50	23.02	20.80	44	**27.49**
Conference presentations	110	140	82	63	41	23	64	**62**
▪ International	54	83	36	32	24	12	36	**21**
▪ National	56	57	42	29	17	11	28	**41**
Number of staff with NRF rating	2	2	3	3	3	3	6	**5**
Participating MBAs	729	513	323	255	245		245	**291**
Completed MBAs	20	187	131	53			68	**79**
Participating M students	246	367	206	130	70	95	165	**290**
Completed M students	3220	85	43	54	5	24	29	**34**
Participating PhD students	47	59	59	59	13	33	46	**62**
Completed PhD students	15	11	8	22	2	3	5	**9**
Total Research Output (TRO) (AE + Masters + (PhD x 3)	96.45	149.1	102.5	149.5			88	88.49
Full Time Equivalents (FTE's)	-	-	14.31	17.45			18.31	15.88
TRO/FTE's	-	-	7.16	8.57			4.81	5.57

2.1 Publications and presentations

In terms of total number of publications, the output of the Research Unit has stayed relatively constant from 2008 to 2009. This total number of publications also reflects output of participants in WorkWell who publish within the Niche Area: Socio-Economic Impact of Tourism (SEIT). A truer reflection of output is given by the article equivalents, which is at 27.49 for 2009 – substantially lower than the 44 AEs in 2008. The drop is primarily attributed to two factors: The implementation of a new research entity (SEIT), and the loss of two NRF-rated researchers at the end of 2008.

In terms of conference presentations, it is again seen that the total number of presentations stayed relatively constant from 2008 to 2009 (64 *vs*. 62). However, a decline is seen in terms of international presentations, while national presentations are up. A number of factors played a role in this, among others the introduction of a policy for research assistance to staff for international travel from the Research Unit and the world-wide economic recession. Focusing on a strong national presence is preferred given the developmental phase of the Research Unit.

The number of FTE's (Full time equivalent staff members) is down in 2009, but remains close to the average over the past four years.

2.2 External funding

It is seen in Table 1 that the amount of funding from the NRF has decreased dramatically from 2008 to 2009. Although this decline appears significant, it also needs to be borne in mind that the drivers of research in the Research Unit have changed dramatically from 2008 to 2009. Where research was previously driven by a few senior researchers with large NRF-funded projects, research is now primarily driven by younger researchers, some of whom have NRF ratings and receive the annual stipend for Rated Researchers from the NRF. Unrated researchers typically have funding under the NRF's Thuthuka programme.

2.3 Post-graduate students

In terms of completed degrees by research, it is seen that both master's and doctoral output has increased. Completed master's degrees have improved with 14.71% from 2008 to 2009, and the completion of doctoral degrees has nearly doubled from 2008 to 2009. Although the latter figure looks promising, it is simply too early to predict a trend.

2.4 Research capacity building

Although the research unit lost two rated researchers during the course of 2008, it also gained another Y-rated researcher during 2009. The total number of researchers with an NRF rating has thus gone from six to five.
Important training interventions were launched during 2009 to enhance the research skills of staff members. These included workshops on research methodology, post-graduate supervision and structural equation modelling (see point 3 below). Also, discussions were held with staff members and 12 individuals were identified as having the potential to apply for an NRF rating between 2009 and 2013.

3. SUMMARY OF HIGHLIGHTS

The highlights of 2009 were:

- The Research Unit relaunched its website in April. It is now used much more effectively in support of research and holds ethics and title registration forms for post-graduate students, as well as information regarding research in all the different schools in the Faculty.
- Three staff members from the School of Business Management won the Best Paper award at the Southwest Academy of Management Conference in Oklahoma.
- Four international students (two from Stockholm, Sweden, and two from Tilburg, the Netherlands) visited the Research Unit during the first semester of 2009 to complete their undergraduate research projects.
- Dr Hans Siebers visited the Research Unit during April 2009. His inputs were especially valuable in the teaching of Research Methodology at post-graduate level and enhancing collaboration with Tilburg University.
- Prof Paul Styger from the School for Economics presents training to the top management of the Ghanian Reserve Bank regarding strategic asset and risk management.
- The Research Unit presented its Short Course in Research Methods for students in Economic and Management Sciences, in collaboration with the Potchefstroom Business School (PBS) to post-graduate students of MANCOSA (Management College of Southern Africa) in Durban during April 2009.
- During September, the PBS, as member of a consortium of smaller business schools in South Africa, presented the 3rd International Business Conference in Zanzibar. The conference drew over 100 participants from six regions, including Europe, Scandinavia and Africa.

- At the end of 2009, it was announced that Prof Waldo Krugell from the School for Economics received the Y2 (Young Researcher) award from the National Research Foundation (NRF).
- The Research Unit presents two important workshops for staff members during the second semester of 2009. The first is a workshop in Post-graduate Supervision, presented by Prof Chris Kapp, and the second is a workshop on structural equation modelling using AMOS, presented by trainers from SPSS South Africa, in Cape Town. The second workshop is financially made possible by Institutional Research Support. During the first semester, the Unit also presents its Short Course on Research Methods, and it is well attended by staff.
- During October, Prof Magnus Sverke, newly-appointed extraordinary professor in Industrial Psychology, pays the Research Unit a visit and delivers his inaugural lecture. He is accompanied by two colleagues: Prof Johnny Hellgren (also Stockholm University, Sweden), and Prof Hans de Witte (Leuven University, Belgium).
- Through personal initiative, staff members from the School of Accounting Sciences invites Dr Panagiotis Andrikopoulos from De Montfort University, Leicester, United Kingdom to South Africa. He meets with several staff members and delivers a lecture on Behavioural Finance. He is also involved in charting a research strategy for the School of Accounting Sciences.
- In November 2009, the VLIR-project (Vlaamsche Interuniversitaire Raad) is agreed to by the University and contracts signed. This agreement grants an amount of 240 000 Euro for post-graduate training of previously disadvantaged psychologists in Ghent, Belgium, under the supervision of Prof Johnny Fontiane.

ADDENDUM A

ADMINISTRATIVE PROFILE

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1. MISSION AND VISION

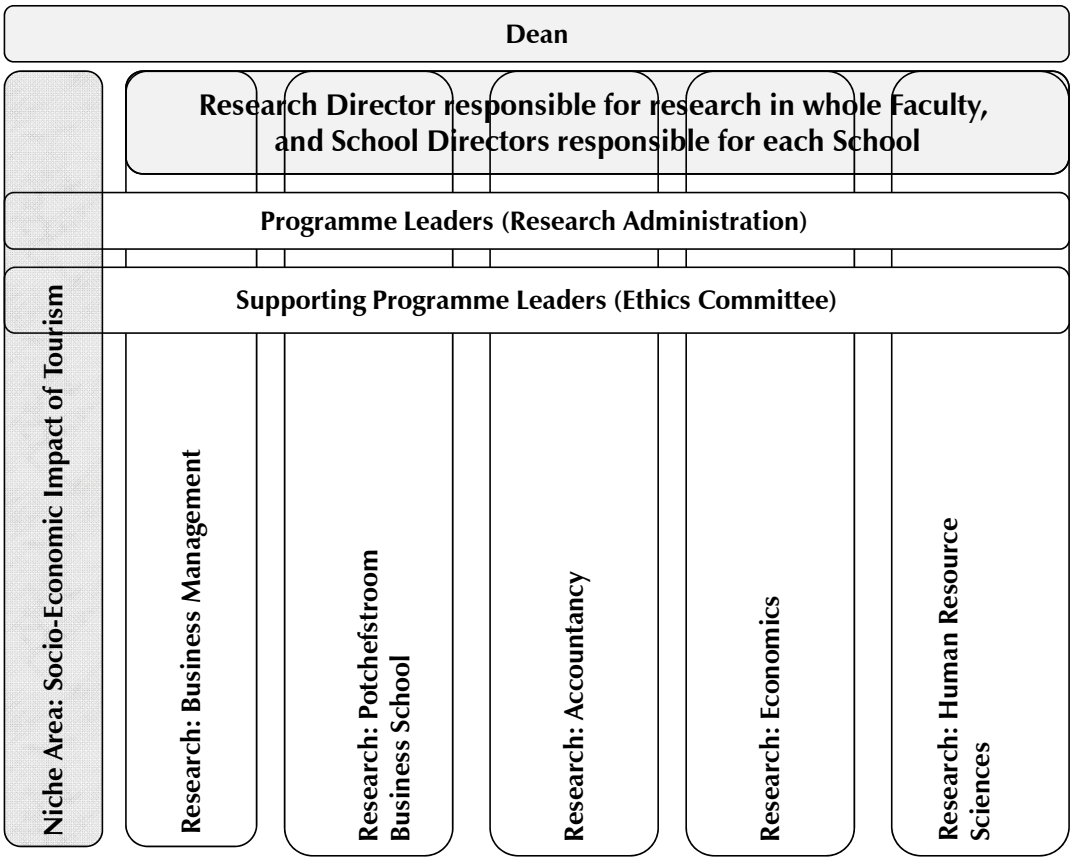
The *vision* of WorkWell is to be internationally renowned as an African centre of academic excellence in economic and management sciences.

The *mission* of WorkWell is:

- To provide original, interesting and rigorous research aimed at a broader scientific understanding of the world of people's work. The focus falls on the study of work as it relates to the people performing it, work as it relates to the economic success of the country and continent, how business should be managed and developed to ensure such success, and lastly how finances can be managed to achieve these aims.
- To enhance the transfer of knowledge from research through post-graduate training that contributes to the identification and development of policies, measures and decision-support methodology to ultimately optimise the utilisation of organisational resources, such as information, people, finances and management, while maintaining a focus on issues of diversity and a developing economy.
- To share expertise in the key areas of the world of work with organisations, government and households to contribute to the sustainability of the research programme specifically, and the development of the Republic of South Africa and Africa in general.

2. STRUCTURE OF THE WORKWELL RESEARCH UNIT

The research unit draws on staff from the four academic schools within the Faculty of Economic and Management Sciences, as well as the Potchefstroom Business School. The structure is graphically depicted below.



3. RESEARCH PROGRAMMES IN THE WORKWELL RESEARCH UNIT

Research within the research unit is strongly driven from within each school, and opportunities for multi-disciplinary research exist. The focus at present is, however, on creating a level playing field by focusing on initiatives to uplift Schools that do not have a strong research culture. An important step was to develop focus for the research of each school. This is given below.

3.1 School of Accounting Sciences

The School of Accounting Sciences at the North-West University, Potchefstroom Campus, aims to become a leading accounting research unit with solid scholarly contributions into the broader accountancy subject area. The School consists of programmes focusing on Accountancy, Forensic Accountancy and Taxation-related disciplines. Due to the global drive for integrated and interdisciplinary research, the School of Accounting Sciences identified two key research focus areas, namely i) International accountancy developments and the implications thereof within the South African context, and ii) Social and environmental developments on accountancy and the implications thereof within the South African context. Within these two broad areas, the following detailed projects have been launched:

- *International Accountancy Standards*: Research efforts focusing especially on derivatives and valuations and the application thereof in various South African industries.
- *Social and Environmental Accounting*: Research efforts focusing on the softer accounting issues, such the impact of human capital development, cultural differences and workplace democracy on the accounting function and organisational financial performances in various South African companies.
- *Accounting Education*: Research efforts looking into ways to bridge cultural differences between accountancy students on the way to deliver quality future accounting professionals.

3.2 School of Business Management

The School of Business Management at the North-West University (Potchefstroom Campus) aims to become a South African leader in the fields of marketing and entrepreneurship research. The School offers two distinct research focus areas, in Marketing and Entrepreneurship. The marketing sub-programme of the School focuses primarily on relationship marketing and consumer behaviour. A particular interest to the programme is to research the influence of individual customer characteristics on relationship marketing. The entrepreneurship sub-programme focuses on a number of research areas, including entrepreneurial skills development, networking and mentorship development, as well as the investigation of indigenous practices for business success. Specific research focus areas for the School include:

- Understanding relationship marketing practices from organisations as well as customers' perspectives;
- Investigating customers' intentions to form a relationship with organisations or brands;
- The influence of individual characteristics, including personality and self-concept, on consumer behaviour;
- Entrepreneurial skills development (secondary school level and the role of established entrepreneurs on the further development of future entrepreneurs and entrepreneurial activities);
- Indigenous business forms and specifically the influence of co-operatives as a business form in supporting the small business sector and the development of local communities;
- Business and social network practices of business owners and managers, with regard to the networking practices of businessmen versus businesswomen, different cultures, affiliation and within the context of different industries.

3.3 School of Economics

The School of Economics has three distinct areas of research, namely *International trade*, *Risk management and financial markets*, and *Economic development and geography*. The research in International trade encompasses the identification of realistic export opportunities for

South Africa, making use of a decision-support model (DSM). International collaboration exists with the University of Antwerp, Belgium. Prof Ludo Cuyvers, of the University of Antwerp in Belgium, is an extraordinary professor in International trade in the School of Economics. Local collaboration exists with the Department of Trade and Industry (DTI) and the International Trade Institute of Southern Africa (ITRISA).

In Risk management and financial markets, research efforts are focused on banking risk management issues, agricultural derivative products, as well as explaining phenomena in the stock market and foreign exchange market. Prof Gary van Vuuren, of Fitch Ratings in London in the United Kingdom, is an extraordinary professor in Risk management in the School of Economics.

Research into Economic development and spatial issues in the sub-national economy of South Africa, forms the main theme of the third area of research. It encompasses an investigation into export potential, quality-of-life and governance issues in various regions and cities in South Africa. International collaboration exists with researchers at the UN-WIDER University. In 2008, the School of Economics appointed Prof PDF Strydom, an emeritus professor in Economics, as extraordinary professor in Economics.

3.4 School of Human Resource Sciences

The research programme in Occupational health, well-being and safety focuses on research and post-graduate education in the field of work-related well-being. The primary focus is on the effects of work and organisational factors on well-being of employees and the impact thereof on organisational outcomes – i.e. promoting the absence of illnesses (distress) as well as the existence of a positive work-related state of mind (eustress). More specifically, the focus of the research programme includes:

- Identifying the effects of work and the organisation on the state of well-being in individuals;
- Identifying the outcomes of work-related well-being for the individual, group and organisation;
- Identifying the effects of non-work on the state of well-being in individuals as well as the effect on the organisation;
- Applying various paradigms (including positive psychology) to our research and practice;
- Applying multicultural perspectives and methods in our research and practice; and
- Developing and evaluating the effectiveness and efficiency of interventions and applying the results to promote work-related well-being in South African organisations.

The specific objectives of the research programme are to:

- Conduct research to inform and enforce occupational health, well-being and safety legislation and policies;
- Conduct research to assess the nature of the infrastructure that is required to support employee health, well-being and safety programmes in organisations;
- Conceptualise health, well-being and safety, validate instruments that can be used to measure it and develop benchmarks for South African organisations;
- Investigate individual and situational causes and effects of employee health, well-being and safety, and evaluate the effectiveness and efficiency of primary, secondary and tertiary intervention programmes;
- Translate research results on employee health, well-being and safety into education, training and development programmes, which could be presented by universities, colleges, schools and other institutions; and
- Record, store and disseminate information about employee health, well-being and safety.

3.5 Potchefstroom Business School (PBS)

The Potchefstroom Business School at the North West University, Potchefstroom Campus, wants to be known for research that provides practical business solutions with scientific contributions into the broader field of management. The PBS consists of research clusters in the field of Management. These clusters form the basis for focused as well as integrated research in the following areas:

- *Human Resource Management* that focuses on Diversity management, Workplace bullying and conflict handling, Leadership and Emotional intelligence;
- *Financial Management* focuses on Wealth creation and Value-based management;
- *General Management* covers Strategic management, Marketing management, Labour economics and the Management of information technology in organisations; and
- *Entrepreneurship* focusing on Family businesses and corporate entrepreneurship and entrepreneurship networks.

4. PARTICIPANTS

4.1 School of Accounting Sciences

	Date of Birth	Participation since	% Time	NRF Rating
Bibbey, FJ, Mr	1969-09-01	1999-07-01 -	5	-
Buys, PW, Prof	1967-03-06	2007-01-01 -	75	-
Coetzee, K, Prof	1958-04-01	2006-01-01 -	30	-
Cornelius, L			5	
Duarte, NL			5	
Erasmus, HP			5	
Fouche, JP, Prof	1973-10-03	2006-01-01 -	18	-
Jonck, J		2009-07-01 -	5	
Killian, P			5	
Louwrens, R			5	
Lubbe, M			25	
Meiring, CE			5	
Middelberg, S, Ms			10	
Mong, DB				
Nel, AL			5	
Nortje, JGJ			5	
Oberholzer, M, Prof			75	
Schutte, DP, Prof	1975-09-27		25	-
Steyn, JJ			2	
Stoop, AA			10	
Van der Merwe, N, Prof	1981-03-23		15	-
Van Niekerk, RJ			10	
Van Rooyen, S, Prof	1971-07-19	2005-01-01 -	20	-
Van Romburgh, D, Mr			3	
Van Romburgh, JD, Mr	1977-01-17		12	-
Van Zyl, A			5%	
Visser, S, Prof	1952-06-25	2004-01-02 -	8	-
Weyers, MM, Prof			3	
Total % Research time			**193.05**	

4.2 School of Business Management

Dat	e of Birth	Participation since	% Time	NRF-Rating
Ms HH Carson			35	-
Ms N Mackay			50	-
Dr S de Klerk			60	-
Dr C De Meyer			40	-
Prof J Kroon	1952-09-17	1999-01-01 -	10	-
Mr A Meintjes	1972-03-11	2004-01-01 -	30	-
Prof PG Mostert			60	-
Ms K Botha			20	-
Dr JO Lotz			30	-
Prof JL v/d Walt			25	-
Ms Hester Delport			30	-
Mr Schalk Engelbrecht				-
Ms Lindie du Plessis			45	-
Total % Research time			**435**	

4.3 School of Economics

Date	of Birth	Participation since	% Time	NRF Rating
Kleynhans, E, Prof	1959-08-19	1999-01-01 -	50	-
Krugell, WF, Prof	1974-09-20	1999-01-01 -	35	Y
Matthee, M, Dr	1981-10-09	2006-01-01 -	30	-
Rossouw, R, Dr	1981-11-09	200-01-02 -	10	-
Saayman, A, Prof	1965-05-24	2004-01-01 -	20	Y
Steenkamp, E, Mrs	1982-12-11	2007-01-01 -	20	-
Styger, P, Prof	1954-10-29	2008-01-01-	60	-
Van der Merwe, J, Ms	1969-07-25	2008-01-01-	15	-
Viviers, W, Prof	1959-03-29	2001-01-01-	30	C
Total % Research time			**270**	

4.4 School of Human Resource Sciences

Dat	e of Birth	Participation since	% Time	NRF Rating
Jonker, CS, Dr	1974-12-06	2004-01-01 -	40	-
Jorgensen, LI, Dr	1972-09-01	2008-01-02 -	30	-
Koekemoer, E, Mrs	1982-07-31	2008-01-01	55	-
Linde, B.J, Dr	1971-10-03	2004-01-01 -	40	-
Mostert, K, Prof	1978-08-03	2004-01-01 -	50	Y
Nel, A, Dr			40	-
Rabie, G, Mr	1973-04-19	2007-01-01 -	50	-
Sieberhagen, GvdM, Prof	1946-10-26	1999-01-01 -	20	-
Van Vrede, FJ, Ms			50	-
Visagie, J, Prof	1951-01-20	1999-01-01 -	30	-
Wentzel, L, Miss			40	-
Total % Research time			**445**	**-**

4.5 Potchefstroom Business School

Name Dat	e of Birth	Participation since	% NRF	Rating
Bisschoff, CA, Prof	1961/08/03	2004/01/02 -	20	-
Du Plessis, TE, Prof			30	
Kotze, JG, Prof	1948/12/09	2002/01/01 -	10	-
Lotriet, RA, Prof	1961/11/14	2005/01/01 -	20	-
Lotz, HM, Mr			65	
Nel, I, Prof			30	
Smit, AM, Prof	1958/03/11	1999/01/01 -	20	-
Van Der Merwe, SP, Dr	1960/09/26	2004/01/01 -	50	-
Total % Research time			**245**	

Total % Research time for WorkWell participants	**1588.05**
FTE's	**15.88**

4.6 External Associates

Name Affiliation	Participation	since
Cuyvers, L, Prof	University of Antwerp	2004/01/01 -
De Beer, AS, Prof	University of Stellenbosch	2004/01/01 -
De Pelsmacker, P, Prof	Free University, Brussels	2004/01/01 -
De Witte, H, Prof	Leuven University	2005/01/01 -
Demerouti, E, Dr	Utrecht University	2006/01/01 -
Geurts, S, Prof	Radboud University	2006/01/01 -
Hellgren, J, Dr	Stockholm University	2004/01/01 -
Jegers, M, Prof	University of Antwerp	2004/01/01 -
Kompier, M, Prof	Radboud University	2006/01/01 -
Mcchlery, S, Prof	Glasgow Caledonian University	2004/01/01 -
Meiring, D, Dr	SA Police Services	2004/01/01 -
Näswall, K, Prof	Stockholm University	2004/01/01 -
Peeters, M, Dr	Utrecht University	2006/01/01 -
Rothmann, JC, Dr	Afriforte	2004/01/01 -
Schalk, WJD, Prof	Tilburg University	2005/01/01 -
Strydom, AJ, Dr	Central University of Technology, Bloemfontein	2006/01/01 -
Strydom, PDF, Prof	Emeritus	2007/06/01
Sverke, M, Prof	Stockholm University	2004/01/01 -
Taris, T, Dr	Radboud University	2005/01/01 -
Van de Vijver, AJR, Prof	Tilburg University	2002/01/01 -
Van Vuuren, GJ	Fitch Ratings	2007/06/01 -
Van Zyl, J, Dr	Toyota South Africa	

5. PUBLICATIONS

5.1 School of Accounting Sciences

	Article Equivalent	Impact	Accred.
1. Buys, P.W. (2008). In pursuit of a foundational accountancy philosophy. *Koers, 73(3): 489-508.*	1		
2. Buys, P.W. (2009). Reflections on the value concept in accounting. *Koers, 74(4):*	1		
3. Buys, P., Van Rooyen, P. & Bosman, P. (2009). Do socially conscious companies provide better financial performance? An exploratory study. *Studia Universitatis Babes-Bolyai, Oeconomica, 54(1): 3-15.*	0.67		
4. Fouché, J.P. (2009). Moderne (finansiële) slawerny. *Koers, 74(1).*	1		
5. McChlery, S. & Visser, S.S. (2009). A comparative analysis of the learning styles of accounting students in the United Kingdom and South Africa. *Research in Post-Compulsory Education, 13(1)/15(1):299-315.*	0.5		
6. Middelberg, S.L., Van Rooyen, S. & Pienaar, A.J. (2009). The application of management accounting techniques to determine the financial viability of delivery routes in the bread industry: A case study. *Meditari Accountancy Research, 17(1): 33-47.*	0.67		
7. Oberholzer, M. & Van der Westhuizen, G. (2009). Estimating technical and scale efficiency in banks and its relationship with economic value added: A South African study. *South African Journal for Accounting Research, 23(1), 67-86.*	0.5		
8. Van der Westhuizen, G. & Oberholzer, M. (2009). The role of interest income and non interest income on the performance of four large South African banks. *Studia Oeconomica, 54(3): 100-114.*	0		Not accred
5.34			

5.2 School of Business Management

	Article Equivalent	Impact	Accred.
9. Jonker, E., Saayman, M. & De Klerk, S. (2009). The role and attributes of entrepreneurs at South Africa's largest arts festival. *Innovation and Entrepreneurship in the Tourism Industry, 7(3): 381-392.*	-		Not accred
10. Mostert, P.G., De Meyer, C.F. & Jansen van Rensburg, L.R. (2009). The influence of service failure and recovery on airline passengers' relationships with domestic airlines: An exploratory study. *Southern African Business Review, 13(2): 118-140.*	1		
11. Petzer, D.J., Steyn, T.F.J. & Mostert, P.G. Customer retention practices of group, or branded hotels, as compared to private or owner-managed hotels: An exploratory study. *Journal of Contemporary Management, 6: 274-297.*	0.33		
12. Petzer, D.J., Steyn, T.F.J. & Mostert, P.G. (2009). Customer retention practices of small, medium, and large hotels in South Africa: An exploratory study. *African Journal of Marketing Management, 1(1): 32-42.*	0.33		
13. Steyn, T.F.J., Mostert, P.G., & De Jager, J.N.W. (2009). The influence of occupational status, income and academic qualifications on the relationship intention of South African short-term insurance clients: An exploratory study. *Journal of Contemporary Management, 6:471-489.*	0.67		
2.33			

Books and contributions to books

Mostert, P.G. 2009. Pricing imperatives. In Boshoff, C. & du Plessis, P.J. (Eds.), Services marketing: a South African approach. Johannesburg: Juta
Mostert, P.G. 2009. The service delivery process. In Boshoff, C. & du Plessis, P.J. (Eds.), Services marketing: A South African approach. Johannesburg: Juta.

5.3 School of Economics

	Article Equivalent	Impact	Accred.
14. Bezuidenhout, H. (2009). A regional perspective on Aid and FDI in Southern Africa. *International Advances in Economic Research, 15: 310-321.*	-		Not accred
15. Gries, T., Naudé, W. & Matthee, M. (2009). The optimal distance to port for exporting firms. *Journal of Regional Science, 49(3): 513-528.*	0.33	0.958	IBSS SSCI
16. Kleynhans, E.P.J. (2009). Size matters: Comparing the competitiveness of manufacturers of various sizes in South Africa. *Journal of Economic and Financial Sciences, 3(1): 31-48.*	-		Not accred
17. Kleynhans, E.P.J. & Kotzé, L.J. 2008. A critical analysis of the effect of South African environmental legislation on the international competitiveness of local industries. *South African*	0.5		

Journal of Environmental Law and Policy, 15(2): 245-277.			
18. Kleynhans, E.P.J. & Sekhobela, M. 2008. Shift-share analysis of manufacturing as a measuring instrument for human resource management. *SA Tydskrif vir Menslikehulpbronbestuur, 6(3): 14-21.*	0.5		
19. Krugell, W.F. & Matthee, M. (2009). Measuring the export capability of South African regions. *Development Southern Africa, 26(3): 459-476.*	1		IBSS
20. Kruger, M., Saayman, M. & Saayman, A. (2009). Socio-demographic and behavioural determinants of visitor spending at the Klein Karoo National Arts Festival. *Event Management, 13(1)*	-		
21. Morris, Q.R., Van Vuuren, G. & Styger, P. (2009). Further evidence of long memory in the South African stock market. *South African Journal of Economics, 77(1): 81-101.*	1	0.337	SSCI IBSS
22. Naudé, W.A., Bosker, M. & Matthee, M. (2009). Export specialization and local economic growth. *World Economy. (accepted)*	-	1.294	SSCI IBSS
23. Naudé, W.A., Rossouw, S. & Krugell, W.F. (2009). The non-monetary quality of city life in South Africa. *Habitat International, 33(4): 319-326.*	0.33	0.876	SSCI IBSS
24. Rossouw, R. & Saayman, M. (2009). Assimilation of tourism satellite accounts and applied general equilibrium models to inform tourism policy analysis. *Tourism Economics (accepted).*	0.5		
25. Saayman, M. & Saayman, A. (2009). Regional development and national parks in South Africa: Lessons learned. *Tourism Economics (accepted).*	-		SSCI IBSS
26. Saayman, A. & Saayman, M. Socio-demographic and behavioural determinants of visitor spending at the Kruger National Park in South Africa. *South African Journal of Economic and Management Sciences (accepted).*	-		SSCI SA Approved
27. Saayman, M. & Saayman, A. Why travel motivations and socio-demographics matter in managing a National Park. *Koedoe (accepted)*.	-		SA Approved
28. Saayman, M., van der Merwe, P., Saayman, A. & Mouton, M. (2009). The socio-economic impact of an urban park: The case of Wilderness National Park. *International Journal for Tourism Policy. (accepted)*	-		Common Wealth accepted
29. Styger, P., Viljoen, S. & Morris, Q. (2009). A triptych on the USD-ZAR exchange rate dynamics. *Journal of Money, Investment and Banking, 9*, 96-102.	1		SSCI
30. Van der Merwe, L.H., Saayman, M. & Saayman, A. (2009). The socio-economic impact of the Klein Karoo National Arts Festival. *Journal of Economic and Financial Sciences,*	-		In process
31. Van der Merwe, P., Saayman, M. & Rossouw, R. (2009). Economic contribution of biltong hunters in South Africa. *Africa Insight.*	-		IBSS
	5.16		

Books and contributions to books

Parkin, M., Lakay, L., Schoer, V., Scholtz, D., Saayman, A. & Kohler, M. 2009. Economics – contributed 7 chapters to textbook.

5.4 School of Human Resources Sciences

	Article Equivalent	Impact	Accred.
32. Buys, C. & Rothmann, S. (2009). Job demands and job resources in the ministry. *SA Journal of Human Resource Management, 7(1):127-136.*	0.5		
33. Jonker, C. & Joubert, S. (2009). Emotion work and well-being of client service workers within small and medium-sized enterprises. *Management Dynamics, 18(2): 35-48.*	1		
34. Jonker, C. (2009). The effect of an emotional intelligence development programme on accountants. *SA Tydskrif vir Menslikehulpbronbestuur, 7(1): 1-9.*	1		
35. Marais, C., Mostert, K., Geurts, S.A.E. & Taris, T.W. (2009). Measuring work-home interaction in indigenous languages: The psychometric properties of a translated version of the Survey Work-Home Interaction-Nijmegen (SWING) instrument. *South African Journal of Psychology, 39(2): 202-219.*	0		
36. Marais, C., Mostert, K. & Rothmann, S. (2009). The psychometrical properties of translated versions of the Maslach Burnout Inventory – General survey. *SA Journal of Industrial Psychology, 35(1): 1-8.*	1		
37. Mostert, K. (2009). The balance between work and home: The relationship between work and home demands and ill health of employed females. *SA Journal of Industrial Psychology, 35(1): 145-152.*	1		
38. Mostert, K. & Oldfield, G.R. (2009). Work-home interaction of employees in the mining environment. *South African Journal of Economic and Management Sciences, 12(1): 81-99.*	1		
39. Muller, Y. & Rothmann, S. (2009). Sense of coherence and employees' perceptions of helping and restraining factors in an organisation. *SA Journal of Industrial Psychology, 35(1): 1-10.*	0.5		
40. Pieterse, H. & Rothmann, S. (2009). Perceptions of the role and contribution of human resource practitioners in a global petrochemical company. *SA Journal of Economic and Management Sciences, 12(3): 370-384.*	0.5		
41. Saayman, M., Van der Merwe, P. & Pienaar, J. (2009). Expenditure based segmentation of tourists to Kruger National Park. *Acta Academica,*	0.33		
42. Sieberhagen, C., Rothmann, S. & Pienaar, J. (2009). Employee health and wellness in South Africa: The role of legislation and management standards. *South African Journal of Human Resource Management, 7(1): 1-9.*	1		

43. Van der Colff, J.J. & Rothmann, S. (2009). Occupational stress, sense of coherence, coping, burnout and work engagement of registered nurses in South Africa. *SA Journal of Industrial Psychology, 35(1): 1-10.*	0.5		
44. Viljoen, J.P. & Rothmann, S. (2009). Occupational stress, ill health and organizational commitment of employees at a University of Technology. *SA Journal of Industrial Psychology, 35(1): 1-11.*	0.5		
45. Visser, W.A. & Rothmann, S. (2009). The development of a Hassle-based diagnostic scale for predicting burnout in call centres. *SA Journal of Human Resource Management, 7(1): 92-99.*	0.5		
46. Wentzel, L., Buys, C. & Mostert, K. (2009). Work and personal life: Which strategies do secondary school educators use to deal with the interaction? *SA Journal of Human Resource Management, 7(1): 9-17.*	1		
	10.33		

5.5 Potchefstroom Business School

	Article Equivalent	Impact	Accred.
47. Bisschoff, C.A. & Lotriet, R.A. (2009). Die dienskwaliteit van die PUK Rugby Instituut/The service quality of the PUK Rugby Institute. *Tydskrif vir Geesteswetenskappe, 49(2): 266-286.*	1		
48. Van der Merwe, S.P. (2009). Determinants of family employee performance and compensation in family businesses. *South African Journal of Business Management, 40(1): 15-27.*	1		
49. Van der Merwe, S.P. (2009). The assessment of the family vision generation process in small and medium-sized family businesses. *Southern African Business Review, 13(2): 32-57.*	1		
50. Van der Merwe, S.P. (2009). An investigation of the determinants of estate and retirement planning in intergenerational family businesses. *South African Journal of Business Management, 40(3): 51-63.*	1		
51. Van der Merwe, S.P., Venter, E. & Ellis, S.M. (2009). An exploratory study of some of the determinants of management succession planning in family businesses. *Management Dynamics, 18(4): 1-16.*	0.33		
	4.33		

6. CONFERENCE PAPERS/POSTERS PRESENTED

6.1 National Conference Papers/Posters

6.1.1 School of Accounting Sciences

1. Aslett, D. (2009). Money laundering: What the accountant should have known? *South African Accounting Association Conference*, Stonehenge, NW, 18-19 September.
2. Aslett, D. (2009). Is the accountant's pen mightier than the policeman's sword? The judge's hammer has spoken! *South African Accounting Association conference*, 18-19 September, Stonehenge, NW, 18-19 September.
3. Bosman, P. & Buys, P.W. (2009). The impact of human capital development on economic growth. *African Finance Journal Annual Conference*, Cape Town, 16-17 July.
4. Dreyer, H. & Visser, S.S (2009). The impact of the sub-prime crisis on the South African securitization market. *South African Accounting Association Conference*, Stonehenge, NW, 18-19 September.
5. Fouche, J. & Lodewyck, T. (2009). Commercium – a board game that invites learning. *South African Accounting Association Conference, Stonehenge*, NW, 18-19 September.
6. Middelberg, S. & Buys, P.W. (2009). Accounting for commodity derivatives in agribusinesses in South Africa. *South African Accounting Association Conference*, Stonehenge, NW, 18-19 September.
7. Oberholzer, M. & Van der Westhuizen, G. (2009). The relationship between efficiency and financial ratios: evidence from South African listed banks. *African Finance Journal Annual Conference*, Cape Town, 16-17 July.
8. Schutte, D. & Buys, P.W. (2009). The cultural impact on accounting for small and medium entities. *South African Accounting Association Conference*, Stonehenge, NW, 18-19 September.
9. Stoop, B. & Schutte, D. (2009). Curriculum development: Accounting for Non-accountants. *South African Accounting Association Conference*, Stonehenge, NW, 18-19 September.
10. Van Romburgh, J. & Visser, S. (2009). When forensic accounting becomes forensic investigation. *South African Accounting Association Conference,* Stonehenge, NW, 18-19 September.
11. Van Rooyen, S. & Oberholzer, M. (2009). The relationship between profitability and efficiency estimates and market performance: A study of South African listed banks. *South African Accounting Association Conference,* Stonehenge, NW, 18-19 September.

6.1.2 School of Business Management

12. Delport, H., Mostert, P.G. & Steyn, T.F.J. (2009). Relationship intention as basis for market segmentation. Paper presented at *The SAIMS Conference,* Port Elizabeth, 13-16 September.
13. De Meyer, C.F. & Mostert, P.G. (2009). Did service cracks appear before the engine fell off? A nationwide airlines case study. Paper presented at *The SAIMS Conference*, Port Elizabeth, 13-16 September.
14. De Meyer, C.F. & Mostert, P.G. (2009). Airline passengers' reasons for travel as predictor of service expectations. Paper presented at *The SAIMS Conference*, Port Elizabeth, 13-16 September.
15. Mostert, P.G., Steyn, T.F.J. & Delport, H. (2009). The relationship intention of South African banking and life insurance customers: a cross-cultural comparison. Paper presented at *The SAIMS Conference*, Port Elizabeth, 13-16 September.
16. Mostert, P.G., Van der Walt, L. & Kroon, J. (2009). Store attributes customers consider when evaluating franchise and independent hardware stores: an exploratory study. Paper presented at *The SAIMS Conference,* Port Elizabeth, 13-16 September.

6.1.3 School of Economics

17. Bezuidenhout, H. (2009). FDI in the economic transformation of the post-civil war economies of Angola and Mozambique. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
18. Cuyvers, L. (2009). Export promotion strategies and DSM results. *DTI & NWU-workshop*. Johannesburg, 6 October.
19. Heymans, A. (2009). The credibility of the expected inflation figures. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
20. Janse van Rensburg, A. & Viviers, W. (2009). The export promotion of South African craft products. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
21. Kleynhans, E.P.J. (2009). A shift-share analysis of job creation by the platinum SDI during its first decade (1996-2006). Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
22. Krugel, L. (2009). Estimating the size of quality change bias in the South African CPI. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
23. Krugell, W.F. (2009). Agglomeration and manufacturing output: Firm-level evidence from South Africa. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
24. Matthee, M. (2009). Export specialisation and local economic growth. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
25. Morris, Q.R. (2009). Assessing JSE return efficiency using Markov Switching and ARFIMA models. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
26. Morris, Q.R. (2009). An investigation into the interest parity exchange rate using Wavelet analysis. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
27. Morris, Q.R. (2009). Describing JSE price behaviour with wavelet and Markov Switching Regime Analysis. Paper presented at *The South African Financial Association Conference*, Cape Town, 14-16 January.
28. Muller, M.L. & Viviers, W. (2009). Developing and applying a CI model to increase extruder exports to other Southern African countries. Paper presented at *The Economic Society of South*

Africa Conference, Port Elizabeth, 7-9 September.
29. Rossouw, R. & Viviers, W. (2009). Export market segmentation methods and the identification of realistic export opportunities for SA using a DSM. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
30. Rossouw, R & Viviers, W. (2009). Export market selection methods and identification of realistic export opportunities for South Africa. *DTI & NWU-workshop,* Johannesburg, 6 October.
31. Saayman, A. (2009). An investigation into the interest parity exchange rate using Wavelet analysis. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
32. Saayman, A. & Du Plessis, C. (2009). The uncovered interest parity exchange rate: Long memory or mean reversion? Paper presented at *The Southern African Finance Association Conference*, Cape Town, 14-16 January.
33. Sithole, N. & Viviers, W. (2009). The export potential of South African edible nuts: The special case of macadamia nuts. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
34. Smit, C. (2009). Managing operational risk in the ALCO process. Paper presented at *The South African Financial Association Conference,* Cape Town, 14-16 January.
35. Styger, P. (2009). The efficient market hypothesis: The applicability of American models to the SA stock market. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
36. Styger, P. (2009). The credibility of the expected inflation figures. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
37. Styger, P. (2009). Assessing JSE return efficiency using Markov Switching and ARFIMA models. Paper presented at *The Economic Society of South Africa Conference*, Port Elizabeth, 7-9 September.
38. Van Heerden, P.M.S. (2009). The credibility of the expected inflation figures. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.
39. Viviers, W. (2009). The export potential of South African edible nuts: The special case of macadamia nuts. Paper presented at *The Economic Society of South Africa Conference,* Port Elizabeth, 7-9 September.

6.1.4 School of Human Resources Sciences

40. Nel, J.A., Jonker, C. S., & Du Preez, A. (2009). Emotion work and well-being of human-resource employees within the chrome industry. Paper presented at *Wellness in the Workplace Conference,* University of the Free State, 21-22 September.

6.1.5 Potchefstroom Business School

41. Botha, C.J. & Brett, R. (2009). Managing flexible staffing solutions and its impact on customer satisfaction. Paper presented at *The 1st International Conference on Management,* Durban, 26-27 May.

6.2 International conference papers/posters

6.2.1 School of Accounting Sciences

1. Oberholzer, M. (2009). The relationship between economic value added and data development. An investigation of South African listed banks. Paper presented at *The 3rd International Business Conference,* 16-17 September, Zanzibar.
2. Van der Merwe, N. (2009). Transformation of accounting education at the North-West University: Closing the achievement gap. Paper presented at *The British Accounting Association Accounting Education SIG Annual Conference,* 20-22 May, University of Essex, Colchester, England.

6.2.2 School of Business Management

3. De Klerk, S. (2009). The social networking practices of business owners and managers. Paper presented at *The 54th ICSB World Conference,* 21-24 June, Seoul, Korea. (This paper will be published in the CDROM conference proceedings with an ISBN number.)
4. De Klerk, S. (2009). Training in computer programs such as UCINET and Visone. Paper presented at *POLNET Summer School,* 30 August-4 September, Venice, Italy.
5. Steyn, T.F.J., Mostert, P.G., De Meyer, C.F., & Van Rensburg, L.R.J. (2009). The effect of service failure and recovery on airline - passenger relationships: A comparison between South African and United States airline passengers. Paper presented at *The Southwest Academy of Management*, 24-28 February, Oklahoma City, Oklahoma (Winner: Best paper).

6.2.3 School of Economics

6. Fry, D., Saayman, A. & Saayman, M. (2009). The relationship between tourism and trade in South Africa. Paper presented at *The Advances in Tourism Economics Conference*, 23-24 April, Lisbon, Portugal.
7. Morris, Q. (2009). Describing JSE price behaviour with Wavelet and Markov Switching Regime analyses. Paper presented at *The 67th International Atlantic Economic Conference*, 11-14 March, Rome, Italy.
8. Rossouw, R. & Saayman, M. (2009). Assimilation of tourism satellite accounts and applied general equilibrium models to inform tourism policy analysis. Paper presented at *The 17th international Input-Output Conference*, 13-17 July, São Paulo, Brazil.
9. Saayman, A. & du Plessis, C. (2009). The uncovered interest parity exchange rate: Long memory or mean reversion? Paper presented at *The International Atlantic Economic Society conference*, 12-15 March, Rome, Italy.
10. Saayman, M., Saayman, A. & Slabbert, E. (2009). Expenditure-based segmentation of visitors to the Grahamstown National Arts Festival. Paper presented at *The International Atlantic Economic Society Conference*, 12-15 March, Rome, Italy.
11. Saayman, M. & Rossouw, R. (2009). Economic value of the Grahamstown National Arts Festival in South Africa. Paper presented at the *Second Biennial Conference of the International Association for Tourism Economics*, 11-13 December, Chiang Mai, Thailand.
12. Van Heerden, P.M.S. & Styger, P. (2009). The relationship between the ZAR/USD forward exchange rate premium and the interest rate differential. Paper presented at *The 67th International Atlantic Economic Conference*, 11-14 March, Rome, Italy.
13. Van Vuuren, G. (2009). Government bank guarantees and their effect on Basel II's counterparty credit risk *(the role of joint probability of default).* Paper presented at *The 67th International Atlantic Economic Conference*, 11-14 March, Rome, Italy.

6.2.4 School of Human Resources Sciences

14. Koekemoer, F.E. & Mostert, K. (2009). Measuring the interference between work and different roles in the private life: The development of a new measuring instrument. Poster presented at *The 14th European Congress of Work and Organizational Psychology*, 13-16 May, Santago de Compostela, Spain.
15. Linde, B.J. (2009). The link between the psychological contract and co-operation. Paper presented at *The 14th European Congress of Work and Organizational Psychology*, 13-16 May, Santago de Compostela, Spain.
16. Linde, B.J. & Schalk, R. (2009). Emotions and the exchange relationship in sport teams. Paper presented at *The 13th International Workshop on Teamworking*, 10-11 September, Tilburg, The Netherlands.

6.2.5 Potchefstroom Business School

17. Botha, C.J. & Phiniti, I.K. (2009). The impact of career progression on employee retention. Paper presented at *The 3rd International Business Conference*, 16-17 September, Zanzibar Beach Resort, Zanzibar.
18. Botha, C.J., Basson, M. & Du Plessis, J. (2009). The perception of post-graduate students regarding workplace bullying. Paper presented at *The 1st Global Conference: Bullying and the Abuse of Power*, 6-8 November, Salzburg, Austria.
19. Du Plessis, A.J., Pane, S. & Botha, C.J. (2009). Challenges for human resource practitioners: Some empirical evidence of New Zealand organisation's expectations. Paper presented at *The 23rd Australia and New Zealand Academy of Management Conference (ANZAM),* 1-4 December, Melbourne, Australia.
20. Smit, A.M., Lotriet R.A. & Cawood L. (2009). Patient default risk as a barrier for achieving organisational excellence. Paper presented at *The 3rd International Business Conference*, 16-17 September, Zanzibar.
21. Van der Walt, L. & Lotz, O. (2009). Cooperatives vs. companies: Value added for the farmer. ICA Oxford, September+, Oxford.

7. COMPLETED POSTGRADUATE RESEARCH

7.1 Master's dissertations

7.1.1 School of Accounting Sciences

Student	Title	Supervisor
De Kock, Daniel Jacobus	The competitive environment in the information and communication technology industry – a case study	Prof PW Buys
Kruger, Stephanus Jacobus	An evaluation of open-book examination in the training of professional accountants	Prof JP Fouche
Van Romburgh, Johannes Daniel	The future of South African forensic accountancy	Prof SS Visser

School of Accounting Sciences: South African and International Taxation

Belelie, Liesl-Jou
Bester, Gardiol
Blignaut-De Lange, Ananda
Boshoff, Janica
Botha, Malherbe Gottlieb
Carolissen, Randall John
Cassiem, Fawzia
Christelis, Dana Christine
Clarke, Anouska
Coetzer, Johan Maritz
Crawford, Karen
De Bruyn, Jana-Marie
De Jager, Anansha
De Kock, Corneal
De Lange, Albert Jacobus Johannes
Dreyer, Sanmari
Du Toit, Jacobus Frederick Carolius
Etzebeth, Heleen
Gilmour, Sean James
Goncalves, Geraldine
Goosen, Janine
Greyling, Pieter Jacobus
Griessel, Lynn
Hirst, Craig Dean
Jacobs, Jan Josef
Janse van Rensburg, Maria Cornelia
Jonker, Carli
Kruger, Edwin
Le Roux, Jaen
Lourens, Elizna
Louwrens, Barend Jacobus
Marais, Etienne Daniël
Mitton, Jaconet
Mohlabine, Johannes
Moodley, Tanya
Muller, Pieter Jacobus
Naidoo, Mogie
Olivier, Daniel
Omar, Mahomed Hussun Omar
Padayachee, Purshotman Sivanganum
Parshotman, Mahesh Daya
Pillay, Shereen
Reinhardt, Tiaan
Saloojee, Soomaiyah
Samuels, Maynard
Shaik, Farhana
Smit, Daniel Johannes
Somdyala, Loyisile Samore
Strydom, Daniel Jacobus
Swart, Magrietha Magdalena

Umpleby, Wesley Graham

Van der Vyver, Heinrich

Van Rensburg, Lerike

Van Romburgh, Daniel Struwig

Van Wyk, Chanelle

Van Wyk, Corlia

Venter, Johanna Elizabeth

Viviers, Herman Albertus

Weidemann, Anele Helene

School of Accounting Sciences: Forensic Accountancy

Kruger, Mia
Manders, Marthinus Jacobus
Marais, Anna Barbara
MCintyre, Jacqui-Lyn
Nieuwenhuys, Cornelius Johannes
Rheeder, Johannes Hendrik Josef
Robison, Kathleen Agnes
Van Heerden, Francis
Van Zyl, Matthys Jacobus
Victor, Mari
Visser, Ebenhaezer Friis

International Taxation

Duma, Lungile Nosibusiso Gloria
Graaff, Sarel Gert Marthinus
Hayes, Nicolette Charmaine Maria
Henn, Elzahne
Kruger, Marthinus Johannes
Mokoena, Tladi Jacob
Nkabule, Jeffrey Thami
Olivier, Mornay
Williams, Janine Judy

7.1.2 School of Business Management

Student	Title	Supervisor
Delport, Hester	The relationship intention of banking and life insurance industry customers	Prof PG Mostert

7.1.3 School of Economics

Student	Title	Supervisor
Boshoff, Izak David	The factors that influence the price of sunflower in South Africa	Prof P Styger
Cronje, Erené	Trade and transport costs: The role of dry ports in South Africa	Dr M Matthee
Fry, Denise	The relationship between tourism and trade in South Africa	Prof A Saayman
Lourens, Percy Jayson	The Balassa-Sameulson effect: Productivity growth, inflation and the real exchange rate in South Africa	Prof A Saayman
Meintjes, Theophilis	Basic services delivery and fragile regions in South Africa	Prof WF Krugell
Morabe, Joyce Ditsietsi	Fiscal policy and microeconomic reform in South Africa	Prof WF Krugell
Sekhobela, Moloto Johannes	Manufacturing development in the Southern District Municipality of South Africa	Prof EPJ Kleynhans
Smit, Charmaine	Measuring operational risk in the ALCO process	Prof P Styger
Van Dyk, Francois	Portfolio Diversification Index as a measure to improve investment portfolio performance	Prof P Styger
Van Huyssteen, Johan Williams	A proposed credit rating methodology for co-operative banks in South Africa	Dr PG Vosloo
Viljoen, Ulrich	Perceptions of local governance: A case study of business community in Matlosana	Prof WF Krugell

7.1.4 School of Human Resource Sciences

Student	Title	Supervisor
Alli, Shahnaz	Positive acculturation context variables as predictors of acculturation outcomes in a mine in the North West Province	Prof LTB Jackson
Basson, Cindy-Lorraine	The relationship between different leadership styles and the psychological contract in work teams	Dr BJ Linde
Bester, Adelle	The establishment of implicit perspectives of personality among Afrikaans speaking people in South Africa	Prof S Rothmann
Beyneveldt, Tanya	Emotion work and well-being of human resource personnel in a mining industry	Dr CS Jonker
Carson, Hester Helena	The relationship between management styles and practices and experienced organisational climate	Prof S Rothmann
Du Preez, Arenda	Emotion work and well-being of human resource employees within the chrome industry	Dr CS Jonker
Dut Toit, Elizabeth Susanna	The manifestation of the emotion lexicon within the Afrikaans speaking group in South Africa	Dr CS Jonker
Ferreira, Rene	Antecedants of work engagement in a financial institution	Prof S Rothmann
Henderson, Hermanus Johannes Cornelius	Expectations and obligations of the member-union relationship: A psychological contract perspective	Dr BJ Linde
Lesoro, Shadrack McCarthy	Wellness of train drivers in a railway transportation industry	Prof S Rothmann
Maree, Erika	Predicting work-related flow in a chemical industry	Dr WJ Coetzer
Nchabeleng, Jane Maditlhodi	The acculturation process in the Head-office of the SAPS	Prof LTB Jackson
Niemand, Yvette	A model of work-related well-being in the chemical industry	Prof S Rothmann
Strydom, Anél	The experiences of designated employees in a predominantly white consulting business unit	Prof LBT Jackson
Uys, Mariaan	The establishment of implicit perspectives of personality among Sepedi speaking people in South Africa	Prof S Rothmann
Van der Walt, Martha Johanna Rieker	Job demands, job resources, burnout and engagement of employees in the mining industry in South Africa	Prof S Rothmann
Van Rensburg, Jan-Hendrik	The establishment of implicit perspectives of personality among Zulu speaking people in South Africa	Prof S Rothmann
Van Zyl, Susanna Jacoba	The relation of work stressors to work/life balance and health in a transforming higher education institution	Prof J Pienaar
Yazbek, Philip	The relationship between emotional intelligence and the psychological contract: An exploratory case study	Dr BJ Linde

7.1.5 Potchefstroom Business School: Masters of Business Administration

Student	Title	Supervisor
Barclay, Helen Jane	The perception of brands and brand value within the developing Cultures	Prof CA Bisschoff
Bosch, Annette	An effective nursing staffing model for a private hospital	Prof JG Kotze
Bosch, Anthonie Christoffel	Faktore wat die winsgewendheid van KMMO's in Suid-Afrika beïnvloed	Prof AM Smit
Bouwman, Beatrix	Advertising strategies to campus students	Prof CA Bisschoff
Brits, Petrus Johannes	The impact of the formalisation of the informal sector liquor industry	Prof RA Lotriet
Cawood, Leanne	Patient default risk as a barrier for achieving organisational excellence	Prof RA Lotriet
Delport, Pieter Abraham Steenkamp	Landboukoöperasies versus landboumaatskappye: Waardetoevoeging vir die landbouer	Prof JL van der Walt
Dercksen, Christiaan Hermanus	Asset pricing models: An investigation into determining the value of JSE AltX exchange listed shares	Prof I Nel
Geldenhuys, Daleen Martie	The relationship between emotionally-intelligent leaders and subordinate motivation	Mrs EM Scholtz
Hefer, Daniël Jacobus	An assessment of intrapreneurship in the North-West University, Potchefstroom Campus	Dr SP van der Merwe
Hicks,Shaun Tyron	Ensuring service excellence by realising the full potential of police officials	Prof JG Kotze
Jooste, Karen	Ensuring the effective management of change within a public school	Prof JG Kotze
Kennedy, Esmé	A critical evaluation of the organisational 'learning' that takes place in a project management environment	Mrs K Nell
Kleynhans, Karin Belinda Margerete	Customer service of convenience stores	Prof CA Bisschoff
Kock, Amé	A framework for the development of women entrepreneurship in the Ekurhuleni District	Dr SP van der Merwe
Koekemoer, Silma Marguerite	Wage negotiations: A financial assessment model	Prof I Nel
Le Roux, Marthinus Theunis Steyn	Company value: Working capital and the cash conversion cycle investigated	Prof I Nel
Mamaregane, Mmasepenyane Florence	The impact of the institutional subsidy on the inner city regeneration programme of the City of Johannesburg	Prof AM Smit
Maphosa, Matthew Sello Seaketso	The success rate of business plans at selected financial institutions	Prof RA Lotriet
Matjila, Joseph	An analysis of technology support services for small and medium sized enterprises in selected industrial parks of Pretoria	Prof TE Du Plessis
Mculu, Jevio	A critical analysis of the role of the Chief Financial Officer within a Local Municipality	Prof JPS Pretorius
Mugovhani, Ntanganedzeni	The evaluation of the proposed merger between Goldfield's gold plant, Beatrix and Oryx	Prof JG Kotze

Rodrick		
Netshidaulu, Ahuiwi Emmanuel	Effectiveness of capacity building for water services delivery objectives in a Municipal Authority	Mr JC Coetzee
Netsianda, Absolom	Management succession in black-owned family businesses: An exploratory study	Dr SP van der Merwe
Nienaber, Jacobus Andries	Transformation in the civil engineering industry	Dr CJ Botha
Ntshabele, Zipporah Mmaketsa	The impact of broad-based black economic empowerment on the development of woman entrepreneurs	Dr SP van der Merwe
Oosthuizen, Christiaan Lourens	Skills needed to move from the streetvendor to the shopowner	Mr JC Coetzee
Orton, Douglas	The impact of Broad-Based Black Economic Empowerment (BBBEE) on family businesses	Dr SP van der Merwe
Padayachee, Clive Pravan	The role of Emotional Intelligence in Leadership on the Kwazulu-Natal Ferromanganese Industry	Prof RA Lotriet
Pienaar, Adrian Cecil Semino	Value based management: An assessment of the situation in a mining company	Prof I Nel
Prinsloo, Chris Heinrich	AN assessment of corporate entrepreneurship in the Ethekwini Metropolitan Municipality	Dr SP van der Merwe
Ralepeli, Selebeli Gideon	Employee perceptions on diversity in the workplace	Dr CJ Botha
Schmidt, Bani Johannes	The role of Emotional Intelligence in managing resistance to change	Prof WN Coetzee
Slabbert, Marna	An analysis of staff turnover in the optometric Industry	Prof RA Lotriet
Slaughter, William Stephen	An exploratory study of the determinants of family harmony in family businesses	Dr SP van der Merwe
Snyman, Petrus Ferreira	Share price and intrinsic value: An investigation into this relationship for food stocks listed on the JSE	Prof I Nel
Steenekamp, Hendrik Stephanus	Strategic brand management in a growing and innovative speciality chemical industry	Prof CA Bisschoff
Ueckermann, Edward Albert	An assessment of corporate entrepreneurship in the fast-moving consumer goods industry	Dr SP van der Merwe
Van Beek, Willem Schalk Burger	Knowledge Management within the Pyro metallurgical industry	Mr JC Coetzee
Van Tonder, Francois Petrus	Customer relationship management from the perspective of a trackless mining equipment maintenance organisation	Mr JC Coetzee
Venter, Catharina Helena	Determining the need for environmental education in the curriculum of management learners on tertiary education level	Mrs K Nell
Vermaas, Charlotte	An assessment of corporate entrepreneurship in ABSA Group Retail Bank Gauteng Province	Dr SP van der Merwe
Vorster, Christo	Investment guidelines based on future growth indicators	Prof I Nel
Wessels, Maria Susanna	Intrinsiekewaarde-indekse: ŉ Ondersoek na gebruikspotensiaal	Prof I Nel

7.2 Doctoral theses

7.2.1 School of Accounting Sciences

Student	Title	Supervisor
Venter, Jan Magiel Paul	An analysis of the expectation gap in the personal financial services industry in South Africa	Prof K Coetzee

7.2.2 School of Economics

Student	Title	Supervisor
Jansen van Rensburg, Susara Jacobs	The export promotion of South African craft products	Prof W Viviers
Mynhardt, Ronald Henry	Regulatory compliance: A framework for South African banks	Prof DCJ de Jongh

7.2.3 School of Human Resource Sciences

Student	Title	Supervisor
Buys, Chenelle	The well-being of ministers in South Africa	Prof S Rothmann
Nel, Jan Alewyn	Uncovering personality dimensions in eleven language groups in South Africa: An exploratory study	Prof S Rothmann
Orpen-Lyall, Mark Raymond	Work wellness in a financial services institution: A longitudinal study	Prof S Rothmann
Phale, Matthews Mbangwa	Work-related well-being of employees in a South African Parastatal	Prof S Rothmann

7.2.4 Potchefstroom Business School

Student	Title	Supervisor
Cunningham, Shawn	The role of market failure in the utilisation of quality management services by the tooling industry	Dr SP van der Merwe
Du Plessis, Thomas Edward	South African expatriates as potential entrepreneurs: An exploratory study	Prof J Kroon