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

WorkWell
Research Unit for Economic and Management Sciences

ANNUAL REPORT

2011

Prof J Pienaar
Director: Research
WorkWell Research Unit
Faculty of Economic and Management Sciences
North-West University
Potchefstroom
www.workwell.co.za

February 2012

TABLE OF CONTENTS

1. Introduction
2. Scorecard of WorkWell
2.1 Publications and papers
2.2 External funding
2.3 Post-graduate students
2.4 Total research output
3. Summary of highlights
Addendum A

1. INTRODUCTION

WorkWell is working actively towards enhancing a research culture within the larger Faculty of Economic and Management Sciences. The primary aim is to develop a larger pool of participating researchers. This drive is enhanced through the entire career management process: The Director: Research forms part of all senior staff appointments (from Senior Lecturer up), participates in performance agreement discussions, and supports staff's research careers with focussed training interventions, financial support for international visits and conference presentations, and, for the first time in 2011, full semesters of research leave for six participants.

The Unit provides a broad support function to all research-related activities; including the administration of the Faculty Research Committee (chaired by the Director of WW), which advises the Faculty Management Committee on issues of research and evaluates all proposals of post-graduate candidates; the Faculty Committee for Higher Degrees, which evaluates feedback from examiners on dissertations and theses; and the Faculty Research Ethics Committee. The Unit is also primarily responsible for the financial administration of subsidy for individual researchers, research funding from institutional, government and other sources, as well as third stream research funding.

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

2. SCORECARD OF WORKWELL

Central to the 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 2011 with that of previous years. It should be kept in mind that the data since 2008 do not reflect the output of the Research Programme in Tourism (SEIT), whose outputs have since been submitted separately. The data in the scorecard before 2008 is therefore not strictly comparable with the data since 2008.

Table 1: *The scorecard for WorkWell, 2004-2012*

INDICATOR	2004	2005	2006	2007	2008	2009	2010	2011
Total publications	31	50	46	32	56	51	**65**	**77**
Book contributions*							**18**	**3**
Accredited journal	27	44	41	31	54	46	**47**	**63**
▪ International	6	11	12	10	17	13	**22**	**43**
▪ National	23	33	29	22	39	33	**25**	**20**
Article equivalents in accredited journals	19.45	31.14	35.49	29.50	44	27.49	**32.47**	**40.40**
Conference proceedings[1]							**21**	**34**
Conference presentations	110	140	82	63	64	62	**33**	**98**
▪ International	54	83	36	32	36	21	**18**	**58**
▪ National	56	57	42	29	28	41	**15**	**40**
Value of NRF grants / projects	R 718 700	R1 427 750	R 1 347 304	R959 450	R1 740 676	R 360 001	**R 1 347 437**	**R 373 500**
Number of staff with NRF rating	2	2	3	3	6	5	**5**	**5**
Participating M students	246	367	206	130	165	290	**226**	**284**
Completed M students	220	85	43	54	29	34	**30**	**38**
Participating PhD students	47	59	59	59	46	62	**76**	**112**
Completed PhD students	15	11	8	22	5	9	**9**	**13**
Total Research Output (TRO) (AE + Masters + (PhD x 3)	96.45	149.1	102.5	149.5	88	88.49	89.47	117.23

*These items have only been subsidised since 2008 and are only reported from this date.

2.1 Total research output

In terms of total number of publications, the output of the Research Unit shows a significant increase, with a 24% increase from 2010 to 2011 in terms of total article equivalents. Furthermore, the number of total publications has increased. Although this includes non-accredited publications and book contributions, it adds to the visibility of the Unit and its researchers. Book contributions and conference proceedings have not been counted here, but could still make a significant contribution to the Unit's 2011 final research output if acknowledged for subsidy purposes.

The ratio of international to national publications has moved from 0.39:1 in 2009 to 0.88:1 in 2010 and to 2.15:1 in 2011. It is the first time that the Unit has more international than national publications. This is a very encouraging sign, highlighting the increased international visibility of the research in the Unit.

[1] This item indicates conference proceedings submitted for subsidy purposes.

WorkWell, in conjunction with the Potchefstroom Business School, also hosted and coordinated the 5th International Business Conference (IBC) in Mauritius. A process of double-blind peer review was implemented for the evaluation of full papers, and the conference proceedings will, for the second time, be submitted for subsidy purposes. Feedback on possible subsidy of the 4th IBC that was held in Zambia in 2010 is still eagerly awaited. This conference was attended by many members of staff and explains the high number of international conference presentations in 2011.

In terms of Total Research Output (AE + Masters + PhD(x3)), the Unit shows a meaningful increase for the first time since 2008, with a figure of 117.23.

See Addendum A3 & 4 for research output details.

2.2 Research programmes

During 2010, the focus of research programmes was clearly defined and implemented. During the course of 2011, further work was done to strengthen the focus of sub-programmes through the training of staff, visits from international scholars and international visits of staff members. The following five research programmes form the focus of the WorkWell Research Unit:

- *Research Programme for Corporate Resilience*
- *Research Programme in Marketing and Business Management*
- *Research Programme in the Economics of Finance and Trade*
- *Research Programme in Work Wellness*
- *Potchefstroom Business School (PBS)*

Within the *Research Programme in the Economics of Finance and Trade*, a significant focus and capacity around a very specific niche-area of trade have developed over the past ten years, known as the Export Promotion Research Group (EPRG). This group of researchers has also applied for a separate entity under the NWU's research entity model (to be called TRADE), and feedback is expected during the course of 2012. It is deemed that this group may have sufficient research output (Since 2007, the research group has delivered more than thirty peer-reviewed journal articles, five PhDs, and three master's degrees) to justify a new entity without affecting the larger WorkWell structure.

2.3 External funding

In an economic downturn, external funding for research remains a challenge. A significant decrease in external funding is seen, and the spread of funding around different programmes is still unequal.

2.4 Post-graduate students

In terms of completed students, the situation appeared stagnant between 2009 and 2010. Healthy growth in terms of the number of enrolled post-graduate candidates is seen; as well as in the number of post-graduates completing their degrees during the reporting period. Generally, it would appear that all programmes are functioning at full capacity in terms of supervision. New assignments cannot be taken on without additional supervisors, and as it is, candidates are being turned away.

3. SUMMARY OF HIGHLIGHTS

The highlights of 2011 were:

- Five staff members were supported to attend the "Writing for Publication" workshop presented by Prof Kapp and Associates in the Western Cape.
- The Research Programme in Work Wellness initiated further collaboration with Tilburg University, the Netherlands, when Proff Marianne van Woerkom and Rene de Reuver visited during early 2011. This new collaboration is already bearing fruit, with Prof van Woerkom already having visited South Africa again in early 2012, and acting as co-promoter for the PhD of Mrs Crizelle Els (Industrial Psychology).
- Visits by Extra-ordinary Professors:
    - Prof Gary van Vuuren (*Economics of Finance and Trade*) visited the Unit in the first semester and presented lectures to undergraduate and fourth-year students on Basel and operational risk, as part of the Risk Management module.
    - Prof Fons van de Vijver (Work Wellness) presented a workshop on Mixed-Methods research in early April.
    - Prof Magnus Sverke (Work Wellness) and colleague Prof Johnny Helgren visited the Unit in October and presented a workshop on Questionnaire Methods.
    - Prof Stuart McChlery (*Corporate Resilience*) lectured on Research in Accounting Sciences and Publishing from Postgraduate work during a visit in August.

- The Potchefstroom Business School, over the course of 2011, recruited and selected five new PhD candidates who have successfully defended their research proposals at committee meetings.
- Proff Wilma Viviers and Andrea Saayman were nominated for the Women in Science awards presented annually by the Department of Science and Technology (DST). Prof Viviers was the first runner-up and Prof Saayman the second runner-up in their respective categories of Senior and Junior researchers in the Social Sciences and Humanities categories.
- Ms Marissa de Klerk and Mrs Lizelle Wentzel (*Work Wellness*) were both supported to present their first international conference papers (from their ongoing PhD work) at the European Association for Work and Organisational Psychology's (EAWOP) bi-annual conference in Maastricht, the Netherlands. Ms Melissa Lubbe (*Corporate Resilience*) also presented her first international conference paper in August in Athens, Greece.
- Over the course of 2011, two new post-doctoral fellows joined the *Research Programme in the Economics of Finance and Trade*. They are Roman Matkovskyy (Ukraine) and P. V. Pradeep (India).
- The Research Programme in *Corporate Resilience* successfully delivered three PhD candidates at the graduation ceremony in May. This is an exceptional number for Accounting Sciences. Especially encouraging is that two of these degrees were awarded to permanent staff members.
- The Work Wellness research programme, in an internationalisation drive, hosted Dr Philips Adebayo from Zimbabwe for a month-long academic visit.
- Prof Wilma Viviers (*Economics of Finance and Trade*) managed to retain her C-rating from the National Research Foundation for a second five-year term (NRF).
- Two members of staff were promoted to the level of Associate Professor (Drs Bennie Linde and Marianne Matthee), and two to Professor (Proff Jan Visagie and Karina Mostert).
- At the end of 2011, Proff Jaco Pienaar (Director: Research) and Elsabé Loots (Dean: Faculty of Economic and Management Sciences) became nominated members of the Academy of Science of South Africa (ASSAf).

- **ADDENDUM A**

ADMINISTRATIVE PROFILE

Table of contents

1. Mission and vision
2. Structure of the WorkWell Research Unit
3. Research programmes in the WorkWell Research Unit
3.1 *Research Programme for Corporate Resilience*
3.2 *Research Programme in Marketing and Business Management*
3.3 *Research Programme in the Economics of Finance and Trade*
3.4 *Research Programme in Work Wellness*
3.5 *Potchefstroom Business School (PBS)*
4. Participants
4.1 *Research Programme for Corporate Resilience*
4.2 *Research Programme in Marketing and Business Management*
4.3 *Research Programme in the Economics of Finance and Trade*
4.4 *Research Programme in Work Wellness*
4.5 *Potchefstroom Business School*
4.6. *External associates*

5. Publications
5.1 *Research Programme for Corporate Resilience*
5.2 *Research Programme in Marketing and Business Management*
5.3 *Research Programme in the Economics of Finance and Trade*
5.4 *Research Programme in Work Wellness*
5.5 *Potchefstroom Business School*
6. Conference papers/posters presented
6.1 National conference papers/posters
6.2 International conference papers/posters
7. Completed post-graduate research
7.1 Master's dissertations
7.2 Doctoral theses

1. MISSION AND VISION

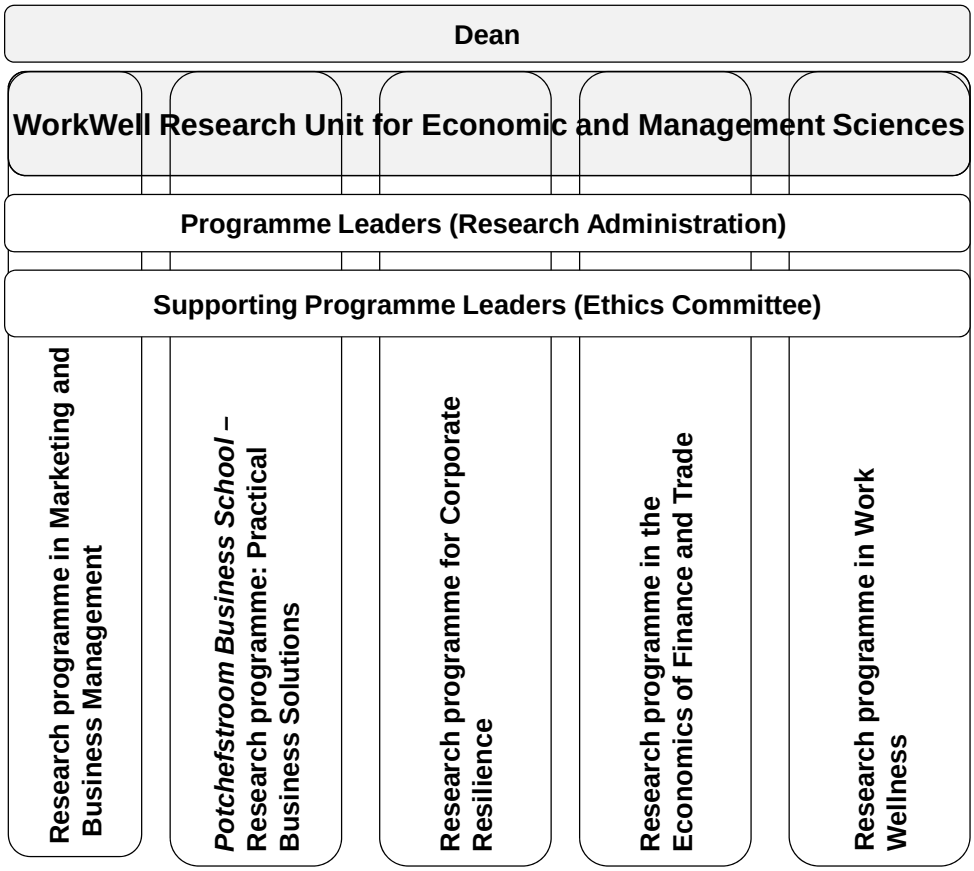
The *vision* of WorkWell is to be nationally and internationally renowned as a centre of academic excellence in Economic and Management Sciences.

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 Wellness research programme*), work as it relates to the economic success of the country and continent (*Research Programme in the Economics of Finance and trade*), how business should be managed and developed to ensure such success (*Research programme in Marketing and Business Management*), and lastly, how finances can be managed to achieve these aims (*Corporate Resilience*).
- 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 the challenges of a developing economy and diversity.
- To innovatively share expertise in the key areas of our research focus with communities, organisations and government to contribute to relevant and focussed national and international priorities in the field of economic and management science.

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 discipline-driven and focussed, although opportunities for multi-disciplinary research exist and are being explored further. The focus at present is, however, on a stronger research culture across the broader Faculty. The research focus of different programmes is defined below.

3.1 Research Programme for Corporate Resilience

This programme aims to become a leading accounting research unit with solid scholarly contributions into the broader accountancy subject area. In sub-programmes, there is a focus on Accountancy, Forensic Accountancy and Taxation-related disciplines. Due to the global drive for integrated and interdisciplinary research, the programme 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 as 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 Research Programme in Marketing and Business Management

This programme aims to become a South African leader in the fields of marketing and entrepreneurship research. The programme has two distinct research focus areas, in Marketing and Entrepreneurship. The marketing sub-programme 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 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, differences across cultures, affiliation and within the context of different industries.

3.3 Research Programme in the Economics of Finance and Trade

This programme 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, by 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. 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.

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 Helsinki. In

2008, Prof PDF Strydom, an emeritus professor in Economics, was appointed as extraordinary professor in Economics.

3.4 Research Programme in Work Wellness

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 the 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)* – Research Programme: Practical Business Solutions[2]

The Potchefstroom Business School Research Programme 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* focuses on Family businesses and corporate entrepreneurship and entrepreneurship networks.

[2] Developing a strong multi-disciplinary research focus for the PBS is considered vital to its future competitiveness. As such, its results are reported separately.

4. PARTICIPANTS

4.1 Research Programme for Corporate Resilience

Participant	% Research time
Buys, Pieter Willem (Professor)	55%
Coetzee, Karina (Professor)	55%
Erasmus, Henro (Snr Lecturer)	10%
Fouche, Jaco (Professor)	25%
Lubbe, Melissa (Snr Lecturer)	10%
Middelberg, Sanlie (Snr Lecturer)	30%
Oberholzer, Merwe (Professor)	90%
Potgieter, Cecilia (Assoc Prof)	10%
Schutte, Danie (Assoc Prof)	25%
Van der Merwe, Nico (Assoc Prof)	35%
Van der Zwan, Pieter (Snr Lecturer)	30%
Van Romburgh, Daan (Snr Lecturer)	5%
Van Romburgh, Jan (Assoc Prof)	10%
Van Rooyen, Surika (Assoc Prof)	30%
Van Staden, Leani (Snr Lecturer)	10%
Visser, Susan (Professor)	8%
Average	**21%**

4.2 Research Programme in Marketing and Business Management

Participant	% Research Time
Botes, Z	5%
Carson, HH	10%
Henrico, A	45%
Kroon, J	30%
Kruger, L	35%
Mackay, N	20%
Meintjes, A	40%
Mostert, PG	60%
Spies, H	55%
Van der Walt, JL	40%

Williams, CC	30%
Average	**34%**

4.3 Research Programme in the Economics of Finance and Trade

Participant	% Research time
Bezuidenhout, H (Dr)	20%
Grater, S (Dr)	30%
Heymans, A (Dr)	30%
Kleynhans, EPJ (Prof)	50%
Krugell, WF (Prof)	40%
Matthee, M (Prof)	40%
Saayman, A (Prof)	60%
Steenkamp, EA (Ms)	40%
Styger, P (Prof)	90%
Van der Merwe J (Ms)	20%
Van Heerden, PMS (Dr)	30%
Viviers, W (Prof)	30%
Average	**40%**

4.4 Research Programme in Work Wellness

Participant	% Research time
Brink, L (Mrs)	40%
De Klerk, M (Mrs)	40%
Havenga, W (Prof)	40%
Jonker, BE (Mr)	20%
Jonker, CS (Prof)	40%
Jorgensen, L I (Dr)	30%
Kalanko, T (Mr)	60%
Koekemoer, FE (Dr)	40%
Linde, BJ (Prof)	40%
Linde, HM (Dr)	20%
Mostert, K (Prof)	50%

Nel, JA (Dr)	40%
Pires-Putter, J K (Mrs)	20%
Rabie, GH (Mr)	20%
Sekwena, E (Ms)	60%
Van Vrede, FJ (Ms)	10%
Visagie, JC (Prof)	40%
Average	**36%**

4.5 Potchefstroom Business School (PBS) Research Programme

Participant	% Research time
Prof Christo Bisschoff	40%
Dr Christoff Botha	20%
Mr Johan Coetzee	10%
Prof Tommy du Plessis	10%
Ms Marita Heyns	50%
Prof Leon Jackson	40%
Mr Johan Jordaan	30%
Prof Ronnie Lotriet	30%
Dr Henry Lotz	20%
Prof Ines Nel	40%
Ms Retha Scholtz	40%
Prof Anet Smit	25%
Prof Stephan van der Merwe	50%
Average	**31%**

4.6 Extraordinary Professors and other external associates

Name	**Affiliation**	**Participation since**
Anderson, R, Prof	University of Regina, Canada	2011/02/01 -
Cuyvers, L, Prof	University of Antwerp	2004/01/01 -
De Chermont, CRL	Price Waterhouse Coopers	2007/07/01 -
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 -
McChlery, S, Prof	Glasgow Caledonian University	2004/01/01 -
Meiring, D, Dr	University of Pretoria	2004/01/01 -
Näswall, K, Prof	Christchurch University	2004/01/01 -
Peeters, M, Dr	Utrecht University	2006/01/01 -
Rothmann, JC, Dr	Afriforte (Pty) Ltd.	2004/01/01 -
Schalk, WJD, Prof	Tilburg University	2005/01/01 -
Steenkamp, B	Ernst & Young	2009/08/01 -
Strydom, L	Price Waterhouse Coopers	2009/08/01 -
Strydom, PDF, Prof	Emeritus	2007/06/01 -
Sverke, M, Prof	Stockholm University	2004/01/01 -
Van de Vijver, AJR, Prof	Tilburg University	2002/01/01 -
Van Vuuren, GJ	Fitch Ratings	2007/06/01 -
Van der Walt, SJR	KPMG	2009/08/01 -
Van Zyl, J, Dr	Toyota South Africa	

5. PUBLICATIONS

5.1 Research Programme for Corporate Resilience

	Article equivalent	Impact	Accred.
BUYS, P.W. 2011. Legitimacy Lost: Accounting's Predicament. *Studia Universitatis Babes-Bolyai: Series Philosophia,* LVI(1):3-14.	1	-	Yes
BUYS, P.W. 2011. Ontology and Epistemology: A Transcendental Reflection on Decision Usefulness as an Accounting Objective. *South African Journal of Economic and Management Sciences,* 14(1):109-121.	1	0.087	Yes
BUYS, P.W., OBERHOLZER, M. & ANDRIKOPOULOS, P. 2011. An Investigation of the Economic Performance of Sustainability Reporting companies Versus Non-reporting Companies: A South African Perspective. *Journal of Social Sciences,* 29(2):151-158.	0.67	-	Yes
BUYS, P.W., OBERHOLZER, M., PRINSLOO, T. 2011. Estimating Scale Efficiency of Platinum-mining Companies' Environmental Performance: A South African Perspective. *International Business & Economics Research Journal,* 10(12):11-22.	1	-	Yes
BUYS, P.W. & SCHUTTE, D. 2011. A Consideration of IRFS Education and Acceptance from Culturally Diverse Backgrounds: A South African	1	-	Yes

Perspective. *International Business & Economics Research Journal,* 10(12):49-58.			
BUYS, P.W. & SCHUTTE, D.P. 2011. The Impact of the Statement of GAAO for SMEs in South Africa. *Negotia,* LVI(2):3-20.	-	-	**Not Accr**
GREEFF, P., ROOS, V., VORSTER, C. & VAN ROMBURGH, J. 2011. Applying Mixed-methods to Assess the Value of Forensic Interviewing from a Person-centred Approach. *Acta Criminologica,* 24(2):94-111.	0.25	-	Yes
MIDDELBERG, S., STYGER, P. & BUYS, P.W. 2011. The Case of Accounting Treatment of Options in the South African Agricultural Sector. *Studia Universitas Babes-Bolyai: Series Oeconomica,* 56(2):40-50.	0.67	-	Yes
OBERHOLZER, M. & PRINSLOO, T.F. 2011. Comparing Different Methods to Determine the Relationship between Environmental Performance and Economic Performance: An Empirical Study of the South African Mining Industry. *Studia Universitas Babes-Bolyai Oeconomica,* 56(2):3-15.	1	-	Yes
OBERHOLZER, M. & PRINSLOO, T.F. 2011. Estimating the Efficiency of Sustainable Development by South African Mining Companies. *Journal of Human Ecology,* 36(3):179-184.	1	-	Yes
PRINSLOO, T.F. & OBERHOLZER, M. 2011. A Note: Estimating the Relationship between Environmental Performance and Economic Performance of South African Mining Companies. *SA Journal of Accounting Research,* 25(1):191-207.	1	-	Yes
SCHUTTE, D. & BUYS, P.W. 2011. An Analysis of SME Financial Statements after the Adoption of IRFRS for SMEs: A South African Case Study. *Negotia,* LVI(4):23-34.	-	-	**Not Accr**
SCHUTTE, D. & BUYS, P.W. 2011. Cultural Considerations and the Implementation of IFRS: A Focus on Small and Medium Entities. *Journal of Social Sciences,* 26(1):19-27.	1	-	Yes
SCHUTTE, D. & BUYS, P.W. 2011. A Critical Analysis of the Contents of the IFRS for SMEs: A South African Perspective. *South African Journal of Economic and Management Sciences,* 14(2):188-209.	1	0.087	Yes
SCHUTTE, D. & BUYS, P.W. 2011. Understanding Alternative Perceptive of Accounting Practices and Standards: An Examination of Cross-country Cultural Differences in Accounting Students. *Journal of Accounting and Taxation,* 3(1):15-24.	-	-	**Not Accr**
VAN DER ZWAN, P. 2011. A Methodology for an Evaluation of the Impact of the Minerals and Petroleum Resources Royalty Act on the South African Mining Industry. *The Business Review, Cambridge,* 17(2):	-	-	**Not Accr**
VAN DER ZWAN, P. & STIGLINGH, M. 2011. The Deductibility of Value Added Tax on Costs Incurred to Raise Share Capital: A Critical Analysis of the *ITC 1744* Case. *De Jure,* 44(2):319-338.	0.5	-	**Yes**
	11.09		

5.2 Research in Marketing and Business Management

	Article equivalent	Impact	Accred.
DELPORT, H., STEYN, T.F.J. & MOSTERT, P.G. 2011. Relationship Intention of South African Banking and Life Insurance Customers. *Journal of Financial Services Marketing,* 16(3/4):277-293.	-	-	**Not Accr**
DE MEYER, C.F. & MOSTERT, P.G. 2011. The Influence of Passenger Satisfaction on Relationship Formation in the South African Domestic Passenger Airline Industry. *South African Journal of Business Management,* 42(4):79-86.	1	0.146	Yes
STEYN, T.F.J., MOSTERT, P.G., DE MEYER, C.F., & VAN RENSBURG L.R.J. 2011. The effect of service failure on airline-passenger relationships: A comparison between South African and United States airline passengers. *Journal of Management Policy and Practice,* 12(5):105-115.	-	-	**Not Accr**
	1		

5.3 Research in the Economics of Finance and Trade

	Article equivalent	Impact	Accred.
ANNAERT, J., BUELENS, F., CUYVERS, L., DE CEUSTER, M., DELOOF, M. & DE SCHEPPER, A. 2011. Are Blue Chip Stock Market Indices Good Proxies for All-shares Market Indices? The case of the Brussels Stock exchange 1833-2005. *Financial History Review*, 2011:1-32	0.17	-	Yes
CUYVERS, L., DE LOMBAERDE, P. & RAYP, G. 2011. The Labour Market Consequences of Globalisation and Regionalisation. *International Journal of Manpower,* 32(3):252-256.	0.33	0.429	Yes
CUYVERS, L. & SOENG, R. 2011. The Effects of Belgian Outward Direct Investment in European High-Wage and Low-Wage Countries on Employment in Belgium. *International Journal of Manpower,* 32(3):300-312.	0.5	0.429	Yes
CUYVERS, L., SOENG, R., PLASMANS, J. & VAN DEN BULCKE, D. 2011. Determinants of Foreign Direct Investment in Cambodia. *Journal of Asian Economics,* (22):222-234.	-	-	**Not Accr**
CUYVERS, L., VIVIERS, W. & STEENKAMP, E. 2011. The Utilization of Export Opportunities in the World Market: A Comparison of Belgium, South Africa and Thailand. *Journal of International Business and Economics,* 11(2):28-32.	-	-	**Not Accr**
DREWES, E. & KLEYNHANS, E.P.J. 2011. Re-Evaluation of the Platinum SDI: A Critical Commentary. *Journal of Economic and Financial Sciences,* 4(1):63-80.	0.5	-	Yes
DUMONT, M., STOJANOVSKA, N. & CUYVERS, L. 2011. World Inequality, Globalisation, Technology and Labour Market Institutions. *International Journal of Manpower,* 32(3):257-272.	0.33	0.429	Yes

ESTERHUYSEN, J., VAN VUUREN, G. & STYGER, P. 2011. The Effect of Stressed Economic Conditions on Credit Risk in Basel II. *South African Journal of Economic and Management Sciences,* 14(2):122-137.	1	0.087	Yes
ESTERHUYSEN, J., VAN VUUREN, G. & STYGER, P. 2011. The Effect of Stressed Economic Conditions on Systemic Risk within the South African Banking Sector. *South African Journal of Economics,* 79(3):270-289.	0.67	0.310	Yes
HOLEMANS, N., VAN VUUREN, G. & STYGER, P. 2011. Pricing Weather Derivatives for the Chardonnay Cultivar in Wellington Using a Credit Default Swap Methodology. *Agrekon,* 50(4):25-44.	0.67	-	Yes
KLEYNHANS, E.P.J. & SEKHOBELA, M.J. 2011. Shift-Share Analysis of Production in the Manufacturing Industry of South Africa's Southern District Municipality. *Journal of Economic and Financial Sciences,* 4(1):9-30.	0.5	-	Yes
MIDDELBERG, S., STYGER, P. & BUYS, P.W. 2011. The Case of Accounting Treatment of Options in the South African Agricultural Sector. *Studia Universitas Babes-Bolyai: Series Oeconomica,* 56(2):40-50.	0.33	-	Yes
NAUDé, W.A. & MATTHEE, M. 2011. The Impact of Transport Costs on New Venture Internationalisation. *Journal of International Entrepreneurship,* 9:62-89.	-	-	**Not Accr**
NAUDé, W.A. & ROSSOUW, R. 2011. Export Diversification and Economic Performance: Evidence form Brazil, China, India and South Africa. *Economic Change and Restructuring,* 44:99-134.	0.5	-	Yes
SMIT, W., VAN VUUREN, G. & STYGER, P. 2011. Economic Capital for Credit Risk in the Trading Book. *South African Journal of Economic and Management Sciences*, 14(2):138-152.	1	0.087	Yes
STANLEY, D.J., ROSSOUW, J. & STYGER, P. 2011. The Efficient Market Hypothesis: The Applicability of American Models to the South African Stock Market. *International Research Journal of Applied Finance,* 10(2):1223-1238.	-	-	**Not Accr**
STYGER, P. & SAAYMAN, A. 2011. The Economic Architecture of the Two De Kocks. *Economic History of Developing Regions,* 26(1):21-52.	1	-	Yes
ZHOU, W. & CUYVERS, L. 2011. Linking International Trade and Labour Standards: The Effectiveness of Sanctions under the European Union's GSP. *Journal of World Trade*. 45(1):63-85.	0.5	0.398	Yes
	8		

5.4 Books and contributions to books

CUYVERS, L. & DE MEYER, T. 2011. Market-driven Promotion of International Labour Standards in Southeast-Asia: The Corporatization of Social Justice. In: Swinnen, J., Wouters, J., Maertens, M. & Marx, A. *eds.,* Private Standards and Global Governance – Legal and Economic Perspectives. Cheltenham-Northampton: Edward Elgar Publishing Ltd.
KüHN, M-l. & VIVIERS, W. 2011. The Need for Export Diversification in South Africa; Applying Export Promotion Strategies. In: Dumont, M. & Rayp, G. International Business, not as Usual, (137-156). Antwerpen-

Apeldoorn: Garant Publishers.
GRATER, S., STEENKAMP, E. & VIVIERS, W. 2011. Identification and Comparison of Export Opportunities for South African Products and Services. In: Dumont, M. & Rayp, G. International Business, not as Usual, (157-178). Antwerpen-Apeldoorn: Garant Publishers.
PUPPHAVESA, W., CUYVERS, L., CHAISRISAWATSUK, S. & DE LOMBAERDE, P. 2011. Negotiating the Thailand-US Freed Trade Agreement. In: De Lombaerde, P. & Tussie, D. Asymmetric Trade Negotiations, (167-180). Farnham: Ashgate Publishing.
STOJANOVSKA, N. & CUYVERS, L. 2011. The Interplay between International Trade, Technological Change and Wage Inequality in OECD Countries. In: Erreygers, G. & Vermeire, M. Macroeconomics and Beyond, Essays in Honour of Wim Meeusen, (116-127). Antwerpen-Apeldoorn: Garant.

5.5 Research Programme in Work Wellness

	Article Equivalent	Impact	Accred.
ALONSO-ARBIOL, I., VAN DE VIJVER, F.J.R., FERNANDEZ, I., PAEZ, D. & CAMPOS, M. 2011. Implicit Theories About Interrelations of Anger Components in 25 Countries. *Emotion,* 11(1):1-11.	0.25	3.027	Yes
BYE, H.H., SANDAL, G.M., VAN DE VIJVER, F.J.R., SAM, D.L., CAKAR, N.D. & FRANKE, G.H. 2011. Personal Values and Intended Self-presentation during Job Interviews: A Cross-Cultural Comparison. *Applied Psychology: An International Review,* 60(1):160-182.	0.16	-	Yes
CELENK, O., VAN DE VIJVER, F.J.R. & GOODWIN, R. 2011. Relationship Satisfaction Among Turkish and British Adults. *International Journal of Intercultural Relations,* 35(2011):628-640.	0.33	1.054	Yes
CHEUNG, F.M., VAN DE VIJVER, F.J.R. & LEONG, F.T.L. 2011. Toward a New Approach to the Study of Personality in Culture. *American Psychologist,* 66(7):593-603.	0.33	6.012	Yes
DE LANGE, A.H., YBEMA, J.F. & SCHALK, R. 2011. Stoppen of Doorgaan? Theorie en Praktijk van Pensionering en Langer Doorwerken. *Gedrag & Organisatie,* 24(4):323-341.	0.33	0.109	Yes
DOWNES, C. & KOEKEMOER, E. 2011. Work-life Balance Policies: Challenges and Benefits Associated with Implementing Flexitime. *SA Journal of Human Resource Management,* 9(1):1-13.	1	-	Yes
DU PLESSIS, A.J., VISAGIE, J.C. & WIJNBEEK, D. 2011. Max Weber's Theory Re-visited: Modern Organisation Culture Stimulating Productivity. *Interdisciplinary Journal of Contemporary Research in Business,* 2(12):15-30.	-	-	**Not Accr**
HAVENGA, W., MEHANA, V. & VISAGIE, J.C. 2011. Developing a National Cadre of Effective Leadership Towards Sustainable Quality Service Delivery in South Africa. *African Journal of Business Management,* 5(31):12271-12282.	0.33	-	Yes
HAVENGA, W., STANZ, K. & VISAGIE, J. 2011. Evaluating the Difference in Employee Engagement Before and After Business and cultural Transformation Interventions. *African Journal of Business Management,* 5(22):8804-8820.	0.33	-	Yes
HAVENGA, W. & VISAGIE, J.C. 2011. An Exploratory Study on the Application of Human Resource Practices within a South African Small	-	-	**Not Accr**

Business. *The Journal of Global Business Management,* 7(1):96-111.			
HAVENGA, W. & VISAGIE, J.C. 2011. Managing Conflict in a South African Non-Profit Organization: An Analysis of Conflict Generating Factors and conflict Management Styles. *The Journal of International Management Studies,* 6(1):166-177.	-	-	**Not Accr**
JACKSON, L.T.B., VAN DE VIJVER, F.J.R. & BURCKARD, A. 2011. Adverse Acculturation Conditions and Well-being of Mine Employees in the North-West Province. *Journal of Psychology in Africa,* 21(3): 385-396.	0.33	0.230	Yes
JONKER, C., VAN DER MERWE, A., FONTAINE, J.R. & MEIRING, D. 2011. The Meaning of Emotion in the White Afrikaans Language Group: A Componential Emotion Theory Approach. *Journal of Psychology in Africa,* 21(4):555-558.	0.5	0.230	Yes
LINDE, H.M. & VISAGIE, J.C. 2011. Experience of Workplace Regulations in a Multi-National Construction Organisation. *The Business Review, Cambridge,* 17(2):205-213.	-	-	**Not Accr**
MASIA, U. & PIENAAR, J. 2011. Unraveling Safety Compliance in the mining Industry: Examining the Role of Work Stress, Job Insecurity, Satisfaction and Commitment as Antecedents. *SA Journal of Industrial Psychology,* 37(1):1-10.	1	-	Yes
MOSTERT, K. 2011. Job Characteristics, Work-home Interference and Burnout: Testing a Structural Model in the South African Context. *The International Journal of Human Resource Management,* 22(5):1036-1053.	1	0.869	Yes
MOSTERT, K., PEETERS, M. & ROST, I. 2011. Work-home Interference and the Relationship with Job Characteristics and Well-being: A South African Study among Employees in the Construction Industry. *Stress and Health,* (27):238-251.	0.67	0.789	Yes
OOSTHUIZEN, J., MOSTERT, K. & KOEKEMOER, F.E. 2011. Job Characteristics, Work-nonwork Interference and the Role of Recovery Strategies Amongst Employees in a Tertiary Institution. *SA Journal of Human Resource Management,* 9(1):1-15.	1	-	Yes
ROTHMANN, S., JORGENSEN, L. & HILL, C. 2011. Coping and Work Engagement in Selected South African Organisations. *SA Journal of Industrial Psychology,* 37(1):1-11.	0.33	-	Yes
SANDAL, G.M., BYE, H.H. & VAN DE VIJVER, F.J.R. 2011. Personal Values and Crew Compatibility: Results from a 105 Days Simulated Space Mission. *Acta Astronautica,* 69(2011):141-149.	0.33	-	Yes
SCHALK, R. & RAEDER, S. 2011. Flexicurity Gemeten. Een Vragenlijst Over Flexibiliteit en Zekerheid voor Organisatie en Werknemer. *Gedrag en Organisatie,* 24(3):286-303.	0.5	0.109	Yes
SCHALK, R., VAN DER HEIJDEN, B., DE LANGE, A. & VAN VELDHOVEN, M. 2011. Long-term Developments in Individual Work Behaviour: Patterns of Stability and Change. *Journal of Occupational and Organizational Psychology,* 84:215-227.	0.25	0.882	Yes
SIEBERHAGEN, C., PIENAAR, J. & ELS, C. 2011. Management of Employee Wellness in South Africa: Employer, Service Provider and Union Perspectives. *SA Journal of Human Resource Management,* 9(1):1-14.	1	-	Yes

STEYL, B. & KOEKEMOER, E. 2011. Conflict Between Work and Nonwork Roles of Employees in the Mining Industry: Prevalence and Differences Between Demographic Groups. *SA Journal of Human Resource Management,* 9(1):1-14.	1	-	Yes
VALCHEV, V.H., VAN DE VIJVER, F.J.R., NEL, J.A., ROTHMANN, S., MEIRING, D. & DE BRUIN, G.P. 2011. Implicit Personality Conceptions of the Nguni Cultural Linguistic Groups of South Africa. *Cross-Cultural Research,* 45(3):235-266.	0.33	0.641	Yes
VAN DER ZWET, R., BENEKEN, D. & SCHALK, R. 2011. Op Weg Naar een Interactive Benadering van Evidence-based Werken in de Sociale Sector in Nederland. *Journal of Social Intervention: Theory & Practice,* 20(4):62-78.	-	-	**Not Accr**
VAN GILST, E., SCHALK, R., GARRETSEN, H. & VAN DE GOOR, I. 2011. Bemiddeling op de Nederlandse Vrijwilligersmarkt. *Journal of Social Intervention: Theory & Practice,* 20(2):70-88.	-	-	**Not Accr**
VAN SCHALKWYK, L., ELS, C. & ROTHMANN, S. (JR). 2011. The Moderating Role of Perceived Organisational Support in the Relationship Between Workplace Bullying and Turnover Intention Across Sectors in South Africa. *SA Journal of Human Resource Management,* 9(1):1-13.	0.67	-	Yes
VERPALEN, A. & VAN DE VIJVER, F.J.R. 2011. Group Differences in Dyslexia Screening Test Scores Between 8- and 9-year Old Dutch and Immigrant Children. *Toegepaste Taalwetenschap in Artikelen,* 84(85):71-82.	-	-	**Not Accr**
VISAGIE, J. & KRUGER, G.J. 2011. The Functional Relationship between Mentoring Relationship, Employee Development and Organisational Success. *African Journal of Business Management,* 5(17):7603-7615.	1	-	Yes
VISAGIE, J.C. & LINDE, H.M. 2011. Employees' Perception of Organisational Culture in a Multi-national Construction Company. *The Business Review, Cambridge,* 18(1):61-68.	-	-	**Not Accr**
VISAGIE, J.C., LINDE, H. & HAVENGA, W. 2011. Leadership Competencies for Managing Diversity. *Managing Global Transitions,* 9(3):225-247.	0.67	-	Yes
VISAGIE, J.C., LINDE, H. & HAVENGA, W. 2011. A Theoretical Approach to the Experience of Diversity Management: Mead Revisited. *Journal of Social Sciences,* 27(2):111-121.	0.67	-	Yes
	14.31		

5.6 Potchefstroom Business School

	Article Equivalent	Impact	Accred.
BISSCHOFF, C. & FULLERTON, S. 2011. Managerial Business Ethics in South Africa: An Exploratory Comparison – 1987 and 2009. *African Journal of Business Ethics,* 5(1):14-25.	0.5	-	Yes
CRAVEN, P. & BISSCHOFF, C. 2011. Vergelykende studie van Etiese Persepsies tussen Bestuur en Werknemers binne die Produksie-afdeling van Multinasionale Landboumaatskappy. *Tydskrif vir*	1	-	Yes

Geesteswetenskappe, 51(3):354-372.			
FARRINGTON, S., VENTER, E. & VAN DER MERWE, S. 2011. Organisational-based Factors Influencing the Non-financial Goals of Family Businesses. *Management Dynamics,* 20(3):51-67.	0.33	-	Yes
HEYNS, M.M. & HEYNS, M.F. 2011. Being Human and Trust. *Studia Universitatis Babes-Bolyai: Series Philosophia,* 56(3):155-177.	0.5	-	Yes
JACKSON, L.T.B., VAN DE VIJVER, F.J.R. & BURCKARD, A. 2011. Adverse Acculturation Conditions and Well-being of Mine Employees in the North-West Province. *Journal of Psychology in Africa,* 21(3): 385-396.	0.67	0.230	Yes
RASOOL, F. & BOTHA, C.J. 2011. The Nature, Extent and Effect of Skills Shortages on Skills Migration in South Africa. *South African Journal of Human Resource Management,* 9(1):1-12.	1	-	Yes
STEENEKAMP, A.G., VAN DER MERWE, S.P. & ATHAYDE, R. 2011. An Investigation into youth Entrepreneurship in Selected South African Secondary Schools: An Exploratory Study. *Southern African Business Review,* 15(3):46-75.	0.67	-	Yes
STEENEKAMP, A.G., VAN DER MERWE, S.P. & ATHAYDE, R. 2011. Application of the Attitude Toward Enterprise (ATE) Test on Secondary School Learners in South Africa. *South African Journal of Economic and Management Sciences,* 14(3):314-332.	0.33	0.087	Yes
VAN DER MERWE, S.P. 2011. An Investigation into the Suitability of Younger Generation Successors in Small and Medium-sized Family Businesses. *South African Journal of Business Management,* 42(1):31-44.	1	0.146	Yes
VAN DER MERWE, S.P. & OOSTHUIZEN, J.H. 2011. A Proposed Instrument to Measure Organisational-based Factors Affecting corporate Entrepreneurship. *Journal of Contemporary Management,* 8:540-566.	0.5	-	Yes
	6.50		

Summary of research output per research programme

PROGRAMME	Articles in accredited journals	Articles in non-accredited journals	Total articles	Total equivalents
Corporate Resilience	13	4	17	11.09
Marketing and Business Management	1	2	3	1
Economics of Finance and Trade	13	4	17	8
Work Wellness	24	8	32	14.31
Potchefstroom Business School	10	-	10	6.50
TOTAL	**61**	**18**	**79**	**40.90**

6. CONFERENCE PAPERS/POSTERS PRESENTED

6.1 National conference papers/posters

6.1.1 Research Programme for Corporate Resilience

BUYS, P.W. 2011. Some Perspectives on the Role of Ethical Accounting behavior in Corporate Sustainability. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
FOUCHE, J. & LOUW, J. 2011. Financial Literacy Needs of third-Year University Students: A Case Study. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
GALE, K., & COETZEE, K. 2011 The Effectiveness of the 'Place of Effective Management' Tie-Breaker Rule in the OECD Model Tax Convention. Paper presented at the *South African Accounting Association Bi-annual International Conference,* June 26-29, George.
McCHLERY, S. 2011. Voluntary disclosure of Oil and Gas Reserve Quantum Information in the UK. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
McINTYRE, J. 2011. The Training and Regulation of the South African Forensic Account. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
MIDDELBERG, S., BUYS, P.W. & STYGER, P. 2011. The Accountancy Implications of Commodity Derivatives: A South African Agricultural Sector Case Study. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
NIEMAND, N. & VAN ROMBURGH, J. 2011. Perceived Effects of Corruption on the South African Economy: A Public Sector Perspective. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
NIENABER, G. & LUBBE, M. 2011. Exploratory Research on the Preferences of South African Small Business Taxpayers Relating to Advice from Their Tax Practitioners. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
OBERHOLZER, M. & PRINSLOO, T. 2011. Environmental Exploitation by South African Mining Companies and the Creation of Shareholder and Stakeholder Value. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.
VAN DER ZWAN, P. & STIGLINGH, M. 2011. VAT: Reconsidering the Deductibility of Input Tax on Costs Incurred to Raise Share Capital. Paper presented at the *South African Accounting Association Bi-annual International Conference*, June 26-29, George.

6.1.2 Research in Marketing and Business Management

ANDERSON, R.B., OVASKA, T. & VAN DER WALT, L. 2011. Community Participation in Globalisation: A Comparative Study of Estonia and South Africa. Paper presented at the *South African Institute of Management Sciences Conference,* September 11-14, Durban.
KRUGER, L. & MOSTERT, P.G. 2011. The Influence of Selected Demographic Variables on Young Adults' Relationship Intentions Towards their Cell Phone Network Operators. Paper presented at the *South African Institute of Management Sciences Conference,* September 11-14, Durban.
PETZER, D.J. & MOSTERT, P.G. 2011. Comparing the Service Delivery Perceptions and the Attitudes of Regular and Occasional Restaurant Patrons Towards Complaining. Paper presented at the *South African Institute of Management Sciences Conference,* September 11-14, Durban.

6.1.3 Research in the Economics of Finance and Trade

BEZUIDENHOUT, H. & WROBLEWSKI, J. 2011. South African Trade Hegemony, is the Trade, Development and Cooperation Agreement Heading for a BRIC Wall? Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.
BLAAUW, P.F. & KRUGELL, W.F. 2011. Micro-evidence on Day Labourers and the Thickness of Labour Markets in South Africa. Paper presented at the *ERSA Public Economics Workshop,* May 3-4, Stellenbosch.
FOURIE, A. 2011. Gender Disparity in Human Capital and Utilisation Rates of Introductory Economics Students: A NWU Potchefstroom Campus Study. Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.
GRATER, S., STEENKAMP, E. & VIVIERS, W. 2011. Identification and Comparison of Export Opportunities for South African products and Services. Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.
HEYMANS, A. & DA CAMARA, R. 2011. Measuring Spill-over Effects of Foreign Markets on the JSE, Before, During and After the International Financial Crisis. Paper presented at the *Economic Society of South Africa Conference*, September 5-7, Stellenbosch.
HEYMANS, A. 2011. The HP Filter as Selection Criteria in Dual Stock Trading Strategies on the JSE. Paper presented at the *South African Finance Association Conference*, January 12-14, Cape Town.
KLEYNHANS, E.P.J. 2011. FDI, Technology, Sales and R&D Spillovers Enhancing Production and Competitiveness of Firms on a Micro-economic Level. Paper presented at the *Economic Society of South Africa Conference*, September 5-7, Stellenbosch.
KRUGELL, W.F. & LOOTS, J. 2011. Public Goods and Private Firms: Delivery of Infrastructure Services and Firms' Productivity in South Africa. Paper presented at the *ERSA International Trade and Industrial Organisation Workshop,* February 1-3, Ballito.
KRUGELL, W.F., VON FINTEL, D. & WOLHUTER, A. 2011. Labour Markets and Agglomeration: The Urban Rat Race in South Africa. Paper presented at the *Economic Society of South Africa Conference*, September 5-7, Stellenbosch.
LOOTS, E.A., CLAASSEN, C. & BEZUIDENHOUT, H. 2011. Chinese Foreign Direct Investment in Africa: Making sense of a New Reality. Paper presented at the *Economic Society of South Africa Conference*, September 5-7, Stellenbosch.
MATTHEE, M. & KRUGELL, W.F. 2011. Barriers to Internationalisation: Firm-level Evidence from South Africa. Paper presented at the *Economic Society of South Africa Conference*, September 5-7, Stellenbosch.
MIDDELBERG, S., BUYS, P. & STYGER, P. 2011. The Accountancy Implications of Commodity Derivatives: A South African Agricultural Sector Case Study. Paper presented at the *South African Accounting Association International Conference*, June 26-29, George.
SAAYMAN, A. 2011. Macroeconomics After Four Decades of Rational Expectations. Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.
STYGER, P. & SAAYMAN, A. 2011. Furca Lingua: Nationalist Monetary Policy 1948-1994. Paper presented at the *South African Finance Association Conference*, January 12-14, Cape Town.
VAN GREUNEN, J. & HEYMANS, A. 2011. The Stationarity of Financial Time Series. Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.
VAN HEERDEN, P.M.S. & HEYMANS, A. 2011. Enhancing the Future Spot Exchange Rate Estimation. Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.
VAN HEERDEN, P.M.S., STYGER, P. & HEYMANS, A. 2011. Demystifying the Exchange Rate Puzzle. Paper presented at the *South African Finance Association Conference*, January 12-14, Cape Town.
WAIT, R. 2011. Mega-events, Big Impacts: An Economic Analysis of Neil Diamond's South African Tour. Paper presented at the *Economic Society of South Africa Conference,* September 5-7, Stellenbosch.

6.1.4 Research Programme in Work Wellness

DOWNES, C. & KOEKEMOER, E. 2011. Work-life Balance Policies: Challenges and Benefits Associated with the Use of Flexitime within a South African Organisation. Paper presented at the *Society for Industrial and Organisational Psychologist South Africa,* July 28-29, Pretoria.
DU PREEZ, J. & JORGENSEN, L.I. 2011. The Evaluation of a Helping Skills Training Programme for Psychometrists. *Society for Industrial and Organisational Psychologist South Africa,* July 28-29, Pretoria.
JORGENSEN, L.I. 2011. A Strength-based Programme to Train the Manager as Coach. Paper presented at the *First International Congress of Coaching Psychology,* May 26-27, Pretoria.

6.1.5 Potchefstroom Business School

BISSCHOFF, C.A. & STRYDOM, K. 2011. Control-system Model to Manage Sales Coverage. Paper presented at the *23rd SAIMS Conference,* September 11-14, Durban.
BOTHA, C.J., RASOOL, F. & BISSCHOFF, C.A. 2011. The Role of Skills Immigration in Addressing Skills Shortages in South Africa. Paper presented at the *23rd SAIMS Conference,* September 11-14, Durban.
MAZIBUKO, A.L. & BISSCHOFF, C.A. 2011. Brand Loyalty of Cereal Products. Paper presented at the *23rd SAIMS Conference,* September 11-14, Durban.
VAN DER MERWE, S.P., FARRINGTON, S. & VENTER, E. 2011. The Influence of Selected Task-based Factors on the Perceived Future Continuity of Intergenerational Family Businesses. Paper presented at the *23rd SAIMS Conference,* September 11-14, Durban.
VENTER, E., VAN DER MERWE, S.P. & FARRINGTON, S. 2011. An Investigation into the Influence of Selected Stakeholders on Family Business Success. Paper presented at the *23rd SAIMS Conference,* September 11-14, Durban.

6.2 International conference papers/posters

6.2.1 Research Programme for Corporate Resilience

FOUCHE, J. & LOUW, J. 2011. Financial Literacy among Third-year University Students. Paper presented at the *International Conference on Accounting and Finance,* June 13-14, Windhoek, Namibia.
MIDDELBERG, S.L., BUYS, P.W. & STYGER, P. 2011. Accounting for Commodity Derivate Transact African Agribusinesses. Paper presented at the *5th International Business Conference,* September 26-30, Grand Mauritian Hotel, Mauritius.
NIENABER, G. & LUBBE, M. 2011. Exploratory Research on the Preferences of South African Small Business Taxpayers Relating to Advice from Their Tax Practitioners. Paper presented at the *Athens Institute for Education and Research: 8th Annual International Conference on Small and Medium Sized Enterprises*, August 1-4, Athens, Greece.
OBERHOLZER, M. & PRINSLOO, T.F. 2011. Comparing Different Methods to Determine the Relationship between Environmental Performance and Economic Performance: An Empirical Study of the South African Mining Industry. Paper presented at the *8th African Finance Journal Conference,* April 14-15, Windhoek, Namibia.
SCHUTTE, D.P. & BUYS, P.W. 2011. An Analysis of SME Financial Statements after the Adoption of IFRS for SMEs: A South African Case Study. Paper presented at the *International Conference of Small and Medium Sized Enterprises in a Globalized World 5th Edition,* September 22-24, Faculty of Business of 'Babes-Bolyai University, Cluj-Napoca, Romania.
VAN DER ZWAN, P. 2011. A Methodology for an Evaluation of the Impact of the Minerals and Petroleum Resources Royalty Act on the South African Mining Industry. Paper presented at the *Global Business, Economics & Finance Research Conference,* July 14-17, London.
VAN DER ZWAN, P. 2011. Addressing Africa's Resource Curse: A Critical Analysis of Compensation Collected on Angola's Oil Resources. Paper presented at the *Institute for Business and Finance Research Global Conference*, January, Las Vegas, United States of America.

6.2.2 Research in Marketing and Business Management

BEYTELL, C.C., JANSEN VAN RENSBURG, L.R. & CILLIERS, J.O. 2011. Important Services Elements to Members within Fitness Facilities. Paper presented at the *5th International Business Conference,* September 26-30, Grand Mauritian Hotel, Mauritius.
DE KLERK, S., VERREYNNE, M. & KROON, J. 2011. Perceived Business Success: Not the Same for Everyone. Poster presented at the *25th Annual Australian and New Zealand Academy of Management (ANZAM) Conference,* 7-9 December, Wellington, New Zealand.
HENRICO, A. 2011. Conceptualizing Higher Order Thinking Skills. Paper presented at the *International Conference on Globalization: Business, Finance and Education,* August 22-23, Varna, Bulgaria.
JORDAAN, J.A., VAN DER WALT, L. & HUXHAM, D.J. 2011. Common Restrictions Faced by Automation Suppliers in the Vaal Triangle Manufacturing Industry. Paper presented at the *5th International Business Conference,* September 26-30, Grand Mauritian Hotel, Mauritius.
PETZER, D.J. & MOSTERT, P.G. 2011. An Industry Comparison of the Attitude of Consumers Towards Complaining and Likelihood of Voicing a Complaint when Service Failures Occur. Paper presented at the *5th International Business Conference,* September 26-30, Grand Mauritian Hotel, Mauritius.
PRETORIUS, D.J. & VAN DER WALT, L. 2011. Effective Medicine Control for Platinum Health Pharmacies. Paper presented at the *5th International Business Conference,* September 26-30, Grand Mauritian Hotel, Mauritius.
ROGERS, P., STEYN, T.F.J. & MOSTERT, P.G. 2011. Relationship Intention and Developing Sustainable

Relationships with Consumers. Paper presented at the *Decision Sciences Institute,* November 19-22, Boston.

6.2.3 Research in the Economics of Finance and Trade

BEZUIDENHOUT, H. & WROBLEWSKI, J.M. 2011. South Africa and the Future the European Union Trade, Development and cooperation Agreement in the BRIC (Brazil, Russian, India, China) Era. Paper presented at the *Eurasia Business and Economic Society (EBES) Conference,* October 13-15, Zagreb, Croatia.
CLAASEN, C., LOOTS, E. & BEZUIDENHOUT, H. 2011. The State of Chinese Foreign Direct Investment in Africa. Paper presented at the *8th African Finance Journal Conference,* April 14-15, Windhoek, Namibia.
CLAASEN, C., LOOTS, E. & BEZUIDENHOUT, H. 2011. The State of Chinese Foreign Direct Investment in Africa. Paper presented at the *Eurasia Business and Economic Society (EBES) Conference,* October 13-15, Zagreb, Croatia.
CUYVERS, L., VIVIERS, W. & STEENKAMP, E.A. 2011. The Utilization of Export Opportunities in the World Markets: A Comparison of Belgium, South Africa and Thailand. Paper presented at the *International Academy of Business and Economics,* June 3-5, Barcelona, Spain.
CUYVERS, L. VIVIERS, W., STEENKAMP, E.A. & WONGTADA, N. 2011. Identifying Trade Barriers by Using a Sequential Approach. Paper presented at the *20th Annual World Business Congress,* July 3-7, Poznan, Poland.
KRUGELL, W.F. 2011. Location, Infrastructure, Finance: A Review of Recent Firm-level Research in South Africa. Paper presented at the *Workshop on International Entrepreneurship in Developing Countries,* July 12, Maastricht, The Netherlands.
MATTHEE, M. & KRUGELL, W.F. 2011. Barriers to Internationalisation: Firm-level Evidence from South Africa. Paper presented at the *Workshop on International Entrepreneurship in Developing Countries,* July 12, Maastricht, The Netherlands.
VAN ROOYEN, S., STYGER, P. & VAN VUUREN, G. 2011. The Valuation of Callable Debt: Duration vs IFRS. Paper presented at the *8th South African Finance Journal Conference*, April 14-15, Windhoek, Namibia.

6.2.4 Research Programme in Work Wellness

BRINK, L., BUYS, C. & MOSTERT, K. 2011. Work and Personal Life: Which Strategies do Secondary School Educators Use to Deal with the Interaction? Poster presented at the *European Association of Work and Organizational Psychology Conference,* May 25-28, Maastricht, The Netherlands.
DE KLERK, M., STEYL, B. & KOEKEMOER, F.E. 2011. Conflict Between Work and Non-work Roles of Employees in the Mining Industry: Prevalence and Differences Between Demographic Groups. Poster presented at the *European Association of Work and Organisational Psychology Conference,* May 25-28, Maastricht, The Netherlands.
JONKER, C. 2011. Emotion Work, Emotional Intelligence and Social Support as Predictors of Burnout in a Sample of Human Resources Employees in the Mining Industry in South Africa. Paper presented at the *International Conference on Contemporary Business,* September 15-16, Perth, Australia.
JORGENSEN, L.I. 2011. A Strength-based Coaching Programme for Human Resource Practitioners. Paper presented at the *5th International Business Conference*, September 26-30, Mauritius.
KOEKEMOER, E. & DOWNES, C. 2011. Work-life Balance Policies, the Use of Flexitime. Paper presented at the *International Conference on Contemporary Business,* September 15-16, Perth, Australia.
LINDE, B.J. 2011. The Link Between the Team Exchange Relationship and Performance. Paper presented

at the *European Association of Work and Organisational Psychology Conference*, May 25-28, Maastricht, The Netherlands.
VISAGIE, J.C., HAVENGA, W. & GOBIND, J. 2011. Leadership Style and its Creation of a Positive Experience of Diversity Management: A South African Perspective. Paper presented at the *British Academy of Management Conference*, September 13-15, Aston University, Birmingham, United Kingdom.
VISAGIE, J.C. & KRUGER C. 2011. Dynamics in Mentoring Relations: Healthy Relations and Trust. Paper presented at the *5th International Business Conference*, September 26-30, Mauritius.
VISAGIE, J., KRUGER, C. & JORGENSEN, L.I. 2011. The Dynamics of Mentoring Relations: Regulation, Cooperation and Conflict. Paper presented at the *5th International Business Conference*, September 26-30, Mauritius.
VISAGIE, J.C. & LINDE, H.M. 2011. Experience of Workplace Regulations in a Multi-national Construction Organisation. Paper presented at the *Business Review Cambridge Conference*, August 11-14, Istanbul, Turkey.
VISAGIE, J.C. & LINDE, H.M. 2011. Experience of Organisational Culture in a Multi-national Construction Company. Paper presented at the *Business Review Cambridge Conference*, August 11-14, Istanbul, Turkey.
YAZBEK, P., LINDE, B.J. & JONKER, C. 2011. The Relationship Between Emotional Intelligence and the Psychological Contract: An Exploratory Case Study. Paper presented at the *4th International Business Conference*, September 26-30, Mauritius.

6.2.5 Potchefstroom Business School

BISSCHOFF, C.A. & BOUWMAN, B. 2011. Advertising to University Students. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
BISSCHOFF, C.A. & MUVHUNGU, M. 2011. CUSTOMER Satisfaction in a Guesthouse Chosen by the State: A Case Study of Indifferent Service Quality. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
BOTHA, C.J., DU PLESSIS, A.J. & CLARKE, R. 2011. Business Recovery in a Recession: HR's Role to Crouch, Touch, Pause and Engage Employees in Leadership Development and Talent Retention. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
BOTHA, C.J., FOURIE, J.D., BISSCHOFF, C.A., BUYS, A., BOTHA, D. & CRONJE, F. 2011. Managerial Challenges and Woman in Mining. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
BOTHA, C.J., NAIDOO, K. & BISSCHOFF, C.A. 2011. Stress Management and its Impact on Work Performance of Educators in Public Schools in KwaZulu-Natal. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
COETZEE, J.C., VAN BEEK, B. & BUYS, A. 2011. Knowledge Management in the Pyrometallurgical Industry. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
CRAVEN, P. & BISSCHOFF, C.A. 2011. Ethical Perceptions: Management Versus Production at a Large Multinational Seed Company. Paper presented at the *18th International Farm Management Conference,* March 22-25, Methven, New Zealand.
DU PLESSIS, T. & MAKHOBA, X. 2011. A Study of Informal Sector Entrepreneurial Activity within the Township of Emfuleni Local Municipality, South Africa. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
HAASBROEK, L. & BISSCHOFF, C.A. 2011. Extending Service Market Share by Increasing the Funeral Policy Conversion Rate at a Funeral Parlour. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
HEYNS, M.M. & HEYNS, M.F. 2011. Order, Being Human and Trust. Paper presented at the *Christian*

Philosophy Conference 2011: The Future of Creation Order, August 16-19, Amsterdam, The Netherlands.
HEYNS, M. & STANDER, M. 2011. Management Perspectives on Trust in a Military Medical Health Unit. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
IMANDIN, L., BOTHA, C.J. & PHINITI, I. 2011. Career Progression: The Secret Answer for Talent Management? Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
JACKSON, L.T.B. & SEKHOSANA, L. 2011. Mentoring Functions and Work-related Outcomes in a Steel Manufacturing Company. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
JACKSON, L.T.B. & STONA, M. 2011. Mentoring and Knowledge Sharing in a Steel Manufacturing Company. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
LOTRIET, R.A. 2011. The Cash Cows, Stars and Problem Children of the South African Agricultural Sector. Paper presented at the *18th International Farm Management Conference,* March 22-25, Methven, New Zealand.
NEL, I. & PIENAAR, T. 2011. Value-based Management and Productivity: The Mining Sector Situation. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
SCHOLTZ, R. 2011. A Comparative Study on Pharmacist Job Satisfaction in the Private and Public Hospitals of the North West Province, South Africa. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
SMIT, A. 2011. The Balanced Scorecard as a Personal Development Too in a Steel Organisation. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
VAN DER MERWE, S.P. 2011. Contributing to the Sustainability of South African Family Farms: An Investigation of Family Harmony. Paper presented at the *56th Annual ICSB World Conference,* June 14-18, Stockholm, Sweden.
VAN DER MERWE, S.P. 2011. The Influence of Family commitment on Family Vision Formulation in small and Medium-sized Family Farms. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
VAN DER MERWE, S.P., FARRINGTON, S. & VENTER, E. 2011. Relational-based Factors Influencing the Perceived Success of Intergenerational Family Businesses. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
VAN DER MERWE, S.P. & OOSTHUIZEN, J.H. 2011. A Proposed Instrument to Measure Organisational-based Factors Affecting Corporate Entrepreneurship. Paper presented at the *5th International Business Conference (IBC),* September 26-30, Mauritius.
VAN DER MERWE, S.P., VENTER, E. & FARRINGTON, S. 2011. An Assessment of Selected Family Business Values in Small and Medium-sized Family Businesses. Paper presented at the *11th Annual International Family Enterprise Research Academy (IFERA) Conference,* June 28 - July 1, Palermo, Sicily, Italia.
VENTER, E., FARRINGTON, S. & VAN DER MERWE, S.P. 2011. Impact of Selected Stakeholders on Family Business Success. Paper presented at the *11th Annual International Family enterprise Research Academy (IFERA) Conference,* June 28 - July 1, Palermo, Sicily, Italy.

7. COMPLETED POST-GRADUATE RESEARCH

7.1 Master's dissertations

7.1.1 School of Accounting Sciences

Student	Title	Supervisor
Basson, Louwrens Lewis	Die effektiwiteit van belasting amnestie-programme in Suid-Afrika	Prof K Coetzee
Bornman, Christine	Estate planning: The impact of estate duty and capital gains tax on offshore assets	Prof K Coetzee
De Abreu, Jeannine Netto	A suggested Interpretation Note for section 9D of the Income Tax Act	Prof CC Potgieter
Fourie, Willem Cornelius Jacobus	Inkomstebelasting van veeboere: Vergelykende analise in geselekteerde lande	Mr DS van Romburgh
Luker, Karen	The effectiveness of the 'place of effective management' tie breaker rule in the OECD Model Tax Convention	Prof K Coetzee
Prinsloo, Thomas Frederik	Does it pay to be green? An empirical study of the South African Mining industry	Prof M Oberholzer
Stander, Gideon Stefan	The cultural impact of cross-border acquisitions on the accounting function: A case study	Prof PW Buys
Tennant, Tracy	The nature of interest-free loans and the tax implications thereof	Prof DP Schutte
Trieloff, Werner Dieter	The competitive environment and generic strategy of a family owned audit firm in Brazil: A case study	Prof PW Buys
Van Staden, Leani	Technical uncertainties in and practical implications of the capitalisation of borrowing costs in South Africa	Prof N van der Merwe

School of Accounting Sciences: South African and International Taxation[3]

De Lange, Gertina
Hing, Nadine Anita
Saayman, Johannes Petrus
Fox, Cynthia Jean
Madiba, Thabiso Raymond

[3] Currently being phased out and replaced with degree with research component

Forensic Accountancy

Coertzen, Mari Antonette
Coleman, David William
Cronje, Marcell Ludwig
De Kock Badenhorst, Marise
Esterhuyse, Melindie
Ferreira, Johan
Jaja, Faith Vimbainashe
Karsten, Maryke
Le Roux, Hesti Marcia
Marx, Mare Adre
Nortje, Melanie Helena
O'Niel, Theunis Jacobus
Olivier, Lemar
Selesho, Veronica Dimakatso
Shongwe, Ntombenhle Mable
Smit, Bennie
Stadler, Suzette
Van Jaarsveldt, Laetitia
Wright, Carmen

7.1.2 School of Business Management

Student	Title	Supervisor
Beukes, Martie	The importance of, and satisfaction with, store attributes when buying casual wear: A study among black Generation X consumers	Prof PG Mostert
Beytell, Carinda Christien	Customer expectations and satisfaction with fitness facilities in the North West Province	Prof LR Jansen van Rensburg
Cooper, Belinda	Establishing the store attributes that black consumers consider when buying casual wear	Prof PG Mostert
Kotzee, Anri	A framework for developing personas as basis for market segmentation in Pretoria spas	Dr JO Lotz
Kruger, Liezl-Marie	Young adults' relationship intentions towards their cell phone network providers	Prof PG Mostert
Kuhn, Stefanie Wilhelmina	The importance of, and satisfaction with, store attributes when buying casual wear: A study among black Generation Y consumers	Prof PG Mostert
Walters, Mariette Louise	The influence of culture on customers' complaint behaviour pertaining to service failures	Prof PG Mostert

7.1.3 School of Economics

Student	Title	Supervisor
Cilliers, Elizelle Juaneé	Rethinking sustainable development: The economic value of green spaces	Prof WF Krugell
Holemans, Amelia Nadine	Applying a credit default swap valuation approach to price South African derivatives	Prof P Styger
Labuschagne, Johannes Riaan	Human capital constraints in South Africa: A firm level analysis	Prof EPJ Kleynhans
Loots, Juanita	Public service delivery and private firms in South Africa: Perceptions and possible impacts	Prof WF Krugell
Maseko, Fikile Magdeline	An evaluation of revenue and expenditure assignments to local government in South Africa	Prof WF Krugell
Oldfield, Michael John	Monetary policy and disintermediation in South Africa	Dr A Heymans
Van der Merwe, Jacqueline	Local municipalities and progress with the delivery of basic services in South Africa	Prof WF Krugell
Van Heerden, Yvette	Trade finance as a barrier to SME internalisation: Special reference to African trade with China	Dr M Matthee

Wolhuter, Adri	Labour markets and agglomeration: The urban rat race in South Africa	Prof WF Krugell

7.1.4 School of Human Resource Sciences

Student	Title	Supervisor
Botha, Christelle	Work-home interaction: Exploring work and non-work roles of parenting females at a higher education institution	Dr C Marais
Bothma, Juna	Investigating the influence of managers' behaviour on the turnover intentions of employees in the mining industry	Prof J Pienaar
Britz, Yolandé	Exploring the relationship between work and non-work roles of parenting males at a higher education institution	Dr C Marais
Chidyamakono, Nyaradzo	Talent retention among trainers and learners in a mining environment	Prof J Pienaar
Du Preez, Jani	The evaluation of a helping skills training programme for Psychometrists	Dr LI Jorgensen
Flattery, Angelique	Developing and validating a hostility, gratefulness and active support measuring instrument	Dr C Marais
Grobler, Alida Jacoba	The psychological contract and leadership styles: Performance of a semi-professional rugby team	Dr BJ Linde
Kalanko, Tshepo William	Job insecurity's influence on the work-related outcomes of over-commitment and perceived performance	Prof J Pienaar
Labuschagne, Antoinette	South African Personality Inventory: The development of an investigation into the psychometric properties of the intellect cluster	Dr C Marais
Lekutle, Olebogeng Martin	Psychometric evaluation of the Utrecht work engagement scale and Oldenberg burnout inventory within a cement factory	Dr JA Nel
Masia, Uanda	The relationship of work stress and job insecurity with workplace safety compliance, job satisfaction and commitment in a mine	Prof J Pienaar
Schultz, Gillian	Repetitive strain injury among South African employees: Prevalence and the relationship with exhaustion and work engagement	Prof K Mostert

7.2 Doctoral theses

7.2.1 School of Accounting Sciences]

Student	Title	Supervisor
Bosman, Pieter Willem	An analysis of sustainable firm value creation	Prof PW Buys
Buys, Pieter Willem	The legitimacy predicament of current day accounting theory	Prof SS Visser
Schutte, Daniel Petrus	The feasibility of the Statement of generally accepted accounting practice for small and medium enterprises	Prof PW Buys

7.2.2 School of Economics

Student	Title	Supervisor
Esterhuysen, Janel Tobias	The financial crisis: Reforming the South African risk management environment	Prof GW van Vuuren
Kuhn, Marié-Luce	Exporters' information requirements: The role of Competitive Intelligence in the export promotion of extruders	Prof W Viviers
Morris, Quinton Riccardo	Market efficiency of the Johannesburg Stock Exchange: A Wavelet and Markov-switching perspective	Dr GW van Vuuren
Smit, Wynand	Determining the fair level of economic capital for credit and market risk in commercial banks	Dr GW van Vuuren
Van Heerden, Petrus Marthinus Stephanus	The relationship between the forward- and the realized spot exchange rate in South Africa	Prof P Styger

7.2.3 School of Human Resource Sciences

Student	Title	Supervisor
Brand-Labuschagne, Lelani	Development and validation of new scales for psychological fitness and work characteristics of blue-collar workers	Prof K Mostert
Koekemoer, Freda Eileen	Work-nonwork interference in the South African context	Prof K Mostert

7.2.4 Potchefstroom Business School

Student	Title	Supervisor
Grobler, Aldeon Barend	A framework for crafting and implementing a congregational strategy in the local congregations of the reformed churches of South Africa	Prof JL van der Walt
Moolla, Ahmed Ismail	A conceptual framework to measure brand loyalty	Prof CA Bisschoff
Rasool, Fathima	The role of skills immigration in addressing skills shortages in South Africa	Dr CJ Botha