Research aims:

The study aimed to critically evaluate the content of the SAJIP publications over the past decade (2004 – 2013) in order to highlight the focus and scope of the journal, and to explore the research approaches, designs and statistical techniques used in these articles. The study also attempted to review the level of analytical sophistication of the articles published in the SAJIP.

Method

A broad systematic content analysis, including qualitative sampling, was done to analyze documented articles published in the SAJIP (2004 - 2013). A sample of twenty articles was selected to cover the content of the focus and scope of the SAJIP as outlined on the SAJIP website (www.sajip.org.za) and the spectrum of the I-O psychology field. SAJIP publications before and after 2004 to 2013, editorials, introductions, book reviews, errata and notes were excluded (inclusion criteria). Final data set n = 342 articles. Descriptive data (frequency and percentages) as well as inferential testing and analysis were used.

Findings

Predominantly organisational psychology (n = 144; 42.11%) and psychometrics (n = 78; 22.64%) were the most frequently occurring sub-disciplines of I-O psychology. Neuropsychology (n = 40; 11.76%) and organisational development (n = 37; 10.82%) were the second and third most frequent sub-disciplines. (n = 9; 2.62%) and consumer psychology (n = 4; 1.17%) were under represented.

The most common and frequently occurring primary and secondary I-O psychology research themes were assessments, test development, psychometrics and selection techniques (n = 12; 3.53%), employee and organisational wellness (n = 11; 3.21%) and organisational development (n = 11; 3.21%). The most under represented I-O psychology research themes were: consumer behaviour (n = 3; 0.85%); group behaviour, dynamics and relations (n = 2; 0.58%); and employee wellness (n = 2; 0.58%).

A focus on the article’s first author affiliation is of interest (n = 236; 69.01%) sector-based research strategy (n = 28; 8.20%) and a correlative design (n = 24; 6.99%) with between- and within-subjects experimental designs. Most articles (n = 211; 61.46%) used basic analytical techniques, although there was a current increase in categorical data analysis (n = 12; 3.48%), descriptive statistics (n = 8; 2.32%), factor analysis (n = 7; 2.04%) and structural equation models (n = 7; 2.04%).

Conclusion

The findings confirmed the focus and scope of the SAJIP and inquiry in the I-O psychology field. The empirical articles were relevant and orientated to the current issues in I-O research and practice. The insights derived from the findings can be used to plan future research initiatives and the training of I-O psychology professionals.

The research approaches, designs and statistical techniques used in the empirical articles provide a solid foundation for future research. This study did not address the use of more advanced methodological approaches which are in line with international ISOPA recommendations.

The South African Journal of Industrial Psychology (SAJIP) is a peer-reviewed journal that aims to advance knowledge and applied research in all areas of specialization in the field of industrial and organisational (I-O) psychology.

The SAJIP is the only I-O psychology publication in Africa, serves as a preferred publication medium for practitioners and scientists who are interested in publishing original research of relevance and interest to the development of concepts pertaining to the success and performance of organisations, the effectiveness of leaders and teams, and the well-being of people in the organisation.

Publishing methodologically sound, empirically based studies are essential in order to advance knowledge and evidence-based practice in the industrial and organisational (I-O) psychology field. An applied field of study, I-O psychology is sensitive to the new knowledge and evidence-based solutions generated by research to address the critical challenges faced by those from the particular socio-economic contexts in which organisations are located.

The periodic analyses of published content in scholarly journals provide an index of the extent to which the publications reflect the scope of a particular discipline. Content analysis also broadens our insight into the direction of research published in a journal.

Focus and Scope of SAJIP

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