ADVANCING KNOWLEDGE AND EVIDENCE-BASED PRACTICE IN INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY:

A REVIEW OF A DECADE OF SCHOLARLY PUBLICATIONS (2004 – 2013) IN THE SOUTH AFRICAN JOURNAL OF INDUSTRIAL PSYCHOLOGY

PARTNERING FOR PERFORMANCE — 16th Annual SIOPSA Conference, 21 – 23 July 2014, CSIR, Pretoria — ENTREPRENEURSHIP · LEADERSHIP · GROWTH

Poster presented at the 2014 16th Annual SIOPSA Conference, CSIR, Pretoria 21-23 July 2014

1 Abstract

Research aims:

The study (1) critically evaluated whether the content of the SAJIP publications over the past decade (2004 – 2013) is consistent with the focus and scope of the journal and reflects inquiry within the research-practice domains of the I-O psychology field, including whether I-O psychology researchers are producing research which is current and relevant; (2) explored the research approaches, designs and strategies, and the statistical techniques and software packages applied by scholars in order to review the level of analytical sophistication of the articles published in the SAJIP.

Research method

A broad systematic content analysis, including quantitative clustering, was done to analyse documented articles published in the SAJIP (2004 -2013). The articles were analysed within the context of the focus and scope of the SAJIP as outlined on the SAJIP website (www.sajip.co.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 (exclusion criteria). Final data set: n = 342 articles. Descriptive data (frequencies and percentages) as well as theme reporting and analysis were used.

Findings

2004 2005 2006 2007 2008 2009 2010 2011 2012 2013

Predominantly organisational psychology (f = 144; 42,11%) and psychometrics (f = 93; 27,19%) were highly represented. Neuro-psychology (f = 1; 0,29%) as an applied sub-discipline of I-O psychology, coaching psychology (f = 5; 1,46%), labour relations (f = 6; 1,75%) and consumer psychology (f = 6; 1,75%) were under represented.

The most common and frequently occurring primary and secondary I-O psychology practice/research themes were assessments, test development, psychometrics and selection techniques (f = 132; 19,3%), employee and organisational wellness (f = 81; 11,84%) and organisational development (f = 42; 6,14%). The most under represented I-O psychology practice/research fields were coaching and mentoring (f = 3; 0,44%), consumer behaviour, (f = 9; 1,32%) and group behaviour, dynamics and relations (f = 13; 1,90%).

The majority of the articles utilised a quantitative (f = 235; 70,78%) cross-sectional research strategy (f = 289; 87,05%) and a correlational design (f = 224; 67,47%) with predominantly the SPSS statistical analysis software programme (f = 211; 89,41%). Basic analytical techniques included predominantly correlations/regressions (f = 134; 28,51%), descriptive statistics (f = 81; 17,23%), factor analysis (f = 79; 16,81%), and structural equation modelling (f = 56; 11,91%).

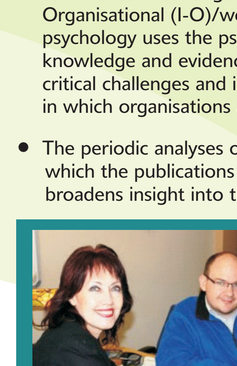
The majority of the qualitative articles used content analysis (f = 48; 39,34%) and thematic analysis (f = 48; 39,34%).

Mixed method techniques included predominantly a combination of descriptive statistics (f = 3; 21,43%) and thematic analysis (f = 4; 28,57%).

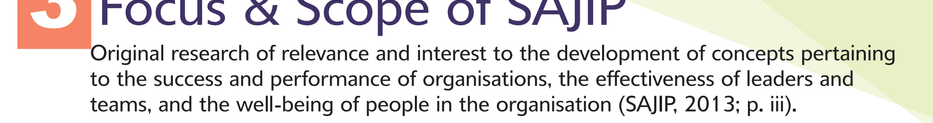
Conclusion

The findings confirmed the focus and scope of the SAJIP and inquiry in the I-O psychology field. The scholarly publications were relevant and contributed to current issues in I-O research and practice. The insights derived from the findings can be employed to plan future research initiatives and inform the training of I-O psychologists.

The research approaches, designs and strategies, including the statistical techniques and software packages, were fundamentally sound but could evolve to the use of more advanced methodologies which are in line with international best practice.



2 Background



- The South African Journal of Industrial Psychology (SAJIP) is a premier open-access southern African blind peer-reviewed journal that aims to advance scholarship and applied research in all areas of specialisation in the field of industrial and organisational (I-O) psychology.
- The SAJIP, as the only I-O psychology publication in Africa, serves as an accredited 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)/work psychology field. As an applied field of study, I-O psychology uses the psychological principles underpinning the field and the new knowledge and evidence-based solutions generated by research to address the critical challenges and issues that stem from the particular socio-economic contexts in which organisations are located.

Prof GJ Roodt
SAJIP: Editor-in-Chief
(1995- 2012/2013)

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

- The current impact of the SAJIP on the I-O psychology field in especially the southern African context is apparent, given its longevity since its establishment in 1974 (currently 40 years in existence with a current Global Impact Factor (GIF) of 3.66 indicating growth in national and international impact).

Prof Melinde Coetzee SAJIP: Editor-in-Chief (2013- current)
Prof Llewellyn E. van Zyl SAJIP: Associate Editor (2013- current)

3 Focus & Scope of SAJIP

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 (SAJIP, 2013; p. iii).

General Overview of SAJIP Publications (2004 – 2013)

2004 SAJIP
4 SAJIP issues
Articles n = 44
Quantitative Psychometrics (UJ)

2005 SAJIP
4 SAJIP issues Articles n = 38
Quantitative Organisational Psychology (UJ)

2006 SAJIP
4 SAJIP issues
Articles n = 42
Quantitative Psychometrics (UJ)

2007 SAJIP
3 SAJIP issues
Articles n = 32
Quantitative Psychometrics (UJ)

2008 SAJIP
3 SAJIP issues Articles n = 27
Quantitative Organisational Psychology (NWU)

2009 SAJIP
1 SAJIP issue Articles n = 23
Quantitative Organisational Psychology (NWU)

2010 SAJIP
2 SAJIP issues Articles n = 37
Quantitative Organisational Psychology (NWU/UJ)

2011 SAJIP
2 SAJIP issues Articles n = 27
Quantitative Organisational Psychology (UJ)

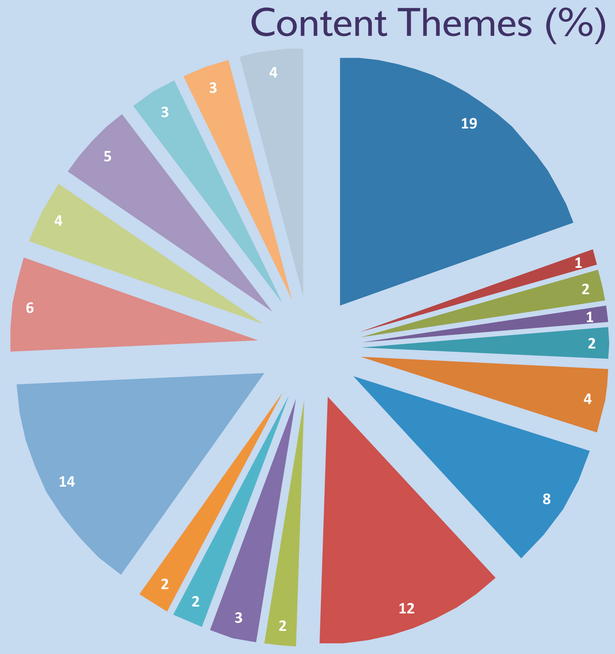
2012 SAJIP
2 SAJIP issues Articles n = 31
Qualitative Organisational Psychology (UNISA)

2013 SAJIP
2 SAJIP issues Articles n = 41
Quantitative Organisational Psychology (NWU)

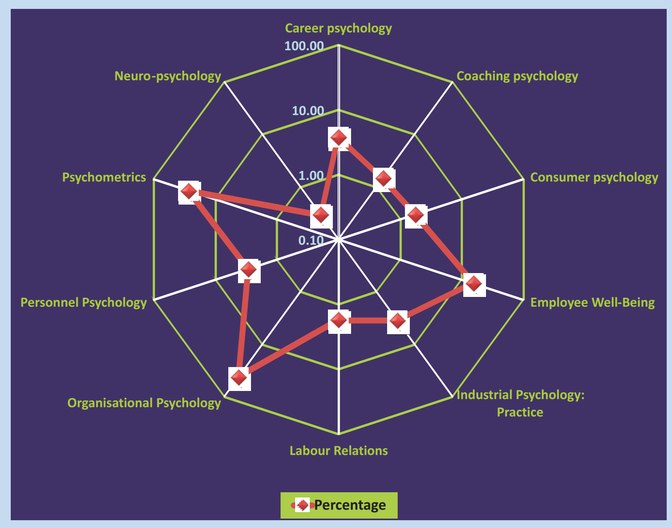
Most frequent IOP Domain publications

	Most Published First Author		Most Published Researcher	
Rank	Author	Number of published manuscripts as first author	Author	Total number of published manuscripts
1	Prof. Frans Cilliers (UNISA)	11	Prof. Sebastiaan (Ian) Rothmann (NWU)	31
2	Prof. Johann M Schepers (UJ)	9	Prof. Frans Cilliers (UNISA)	24
3	Prof. Sebastiaan (Ian) Rothmann (NWU)	9	Prof. Gert Roodt (UJ)	23
4	Prof. Melinde Coetzee (UNISA)	6	Prof. Johann M Schepers (UJ)	18
5	Prof. Gideon P De Bruin (UJ)	5	Prof. Freddie Crous (UJ)	16

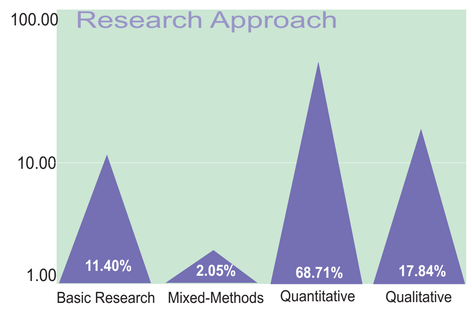
SAJIP Publications Primary & Secondary Content Themes (%)

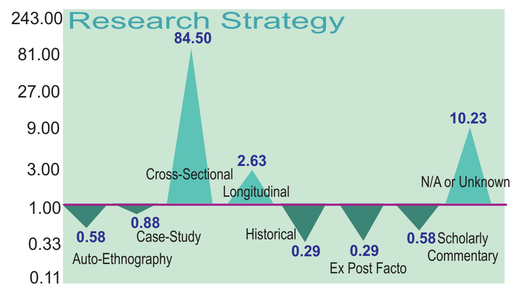


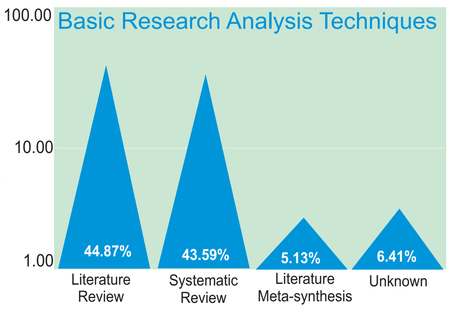
HPCSA I-O Psychology Domains



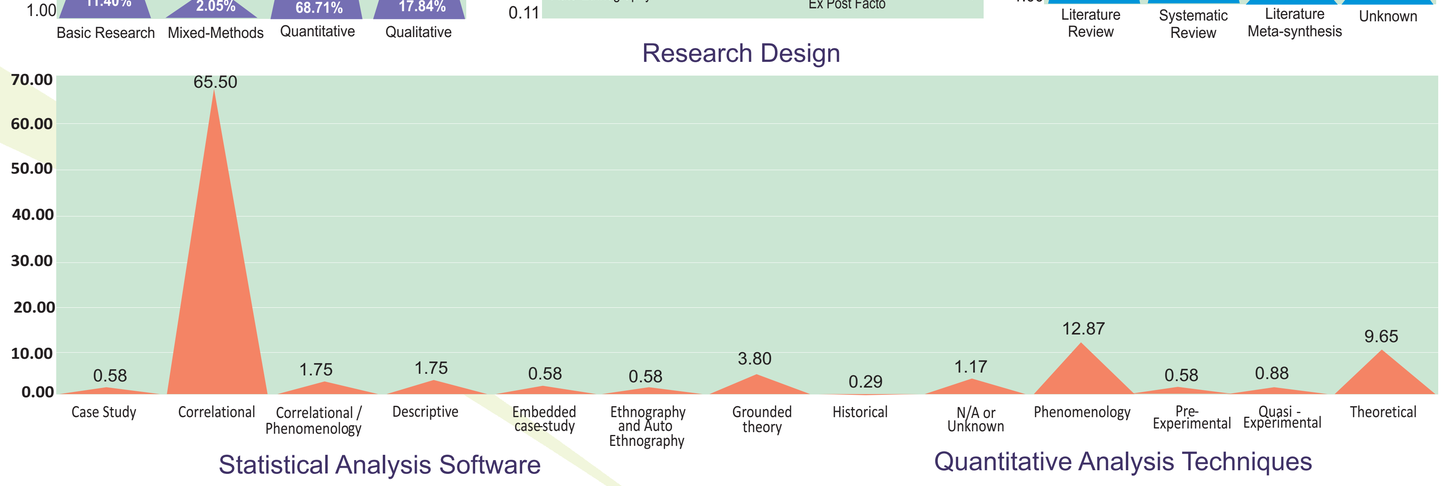
4 Research designs, methods and analysis techniques



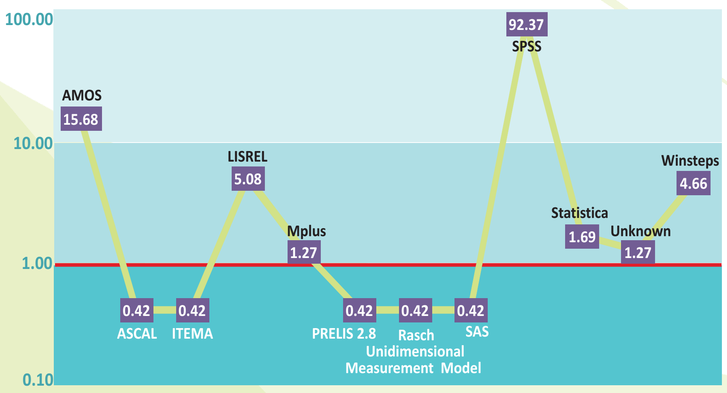




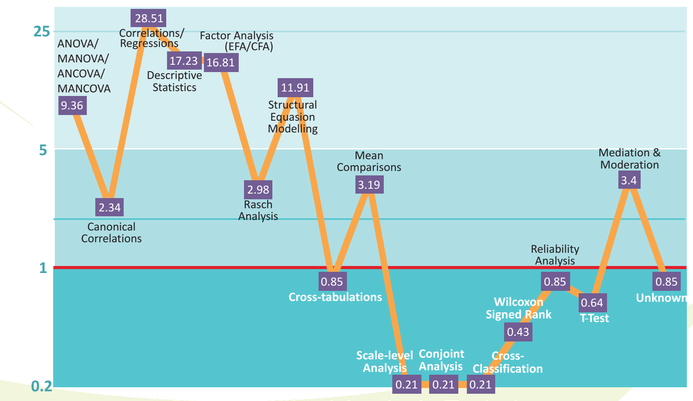
Research Design



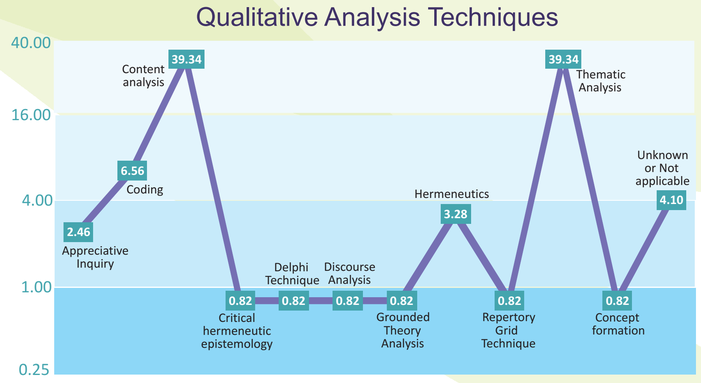
Statistical Analysis Software



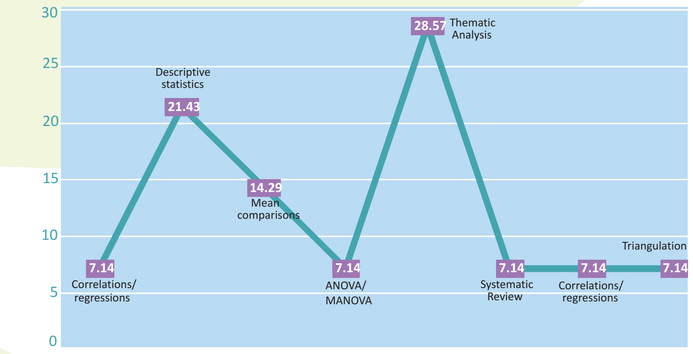
Quantitative Analysis Techniques



Qualitative Analysis Techniques



Mixed Method Analysis Techniques



5 Limitations and Recommendations for Future Research

Presented by: Prof Melinde Coetzee, Prof Llewellyn E. van Zyl
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UNISA university of south africa

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