

COMMUNITY ENGAGEMENT (CE)

**Faculty of Economic and Management Sciences: School of Industrial
Psychology and Human Resource Management**

ANNUAL REPORT FOR 2023

General Notes

- **Project category**

1. **Engaged Teaching & Learning:** Engaged learning and teaching refer to a form of learning and teaching which: may take a curricular or co-curricular character, is assessable for academic credit includes structured reflection by learners and educators.
2. **Engaged research** describes a wide range of rigorous research approaches and methodologies that share a common interest in collaborative engagement with the community. It aims to improve, understand, or investigate an issue of public interest or concern, including societal challenges.
3. **Outreach:** Community outreach involves providing professional services, or services of specific expertise, to people who may not otherwise have access to those services. It is performed where those in need are located. (Example: providing donating essentials)
4. **Sharing of expertise:** Sharing your expertise helps the industry and others in their professional endeavors. It also allows you. It reinforces what you know. It expands what you learn through new conversations and research.

Project Information

Engaged Teaching & Learning

- **Project name: Society for Industrial and Organisational Psychology of South Africa (SIOPSA) North-West University Student Chapter**
 - **Project Status:** Active
 - **Short Description/Aim:** consist of various teaching, learning, and work-integrated learning events/activities.
 - **Category:** Engaged Teaching & Learning, engaged research
 - **Report year:** 2023
 - **Ongoing:** Yes
 - **Programme Code:** IOPS
 - **Module Code:** IOPS
 - **Campus:** PC
 - **Community:** NWU students & SIOPSA
 - **Community Value:** The SIOPSA Student Chapter Program improves the learning experience by hosting diverse events such as technical talks and programming contests, fostering the exchange of ideas between students and established professionals.
 - **NWU Value:** Gives recognition to the NWU as one of the Universities active in bridging the gap between theory and practice.
- **Project leader (Applicant)**
 - **Staff Number:** 10679898
 - **Title:** Dr
 - **Name:** Bouwer
 - **Surname:** Jonker
 - **Email:** Bouwer.Jonker@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project:** No

- **Project name: Labour Relations Mentorship Program**

- **Project Status:** Active
- 1. **Short Description/Aim:** Prof Keyser from Vanderbijlpark mentors one intern that will finish end of the year and will receive another intern end of August.
 - **Category:** Engaged Teaching & Learning, engaged research
 - **Report year:** 2023
 - **Ongoing:** Yes
 - **Programme Code:**
 - **Module Code:** LARM

- **Campus:** VC
- **Community:** Intern(s)
- **Community Value:** The mentee will benefit as follows being encouraged and empowered in personal development, being helped to identify and achieve career goals, being helped to identify and correct gaps in generic skills and knowledge & increasing mentees' confidence.
- **NWU Value:** Staff development and continuous learning. Transfers and maintains institutional knowledge. Fosters an inclusive, diverse, and collaborative environment.
- **Project leader (Applicant)**
 - **Staff Number:**
 - **Title:** Prof
 - **Name:** Keyser
 - **Surname:**
 - **Email:**
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project:** No

● **Project name:** NWU and Department of Social Development Career Guidance Day

- **Project Status:** Active
- 2. **Short Description/Aim:** Provided psychometric feedback and career guidance during an open day at Vanderbijlpark campus to the remaining candidates from last year's work readiness project with the Department of Social Development.
 - **Category:** Engaged Teaching & Learning, engaged research
 - **Report year:** 2023
 - **Ongoing:** Yes
 - **Programme Code:** IOPS
 - **Module Code:** IOPS
 - **Campus:** VC
 - **Community:** local youth
 - **Community Value:** Candidates (i.e., local youth) will develop a deeper comprehension of their abilities and limitations and strategies to capitalize on their academic strengths. Candidates can receive customized guidance regarding the job and opportunity options through these channels. In career guidance, career planning plays a crucial role as well.
 - **NWU Value:** Put NWU in a positive light in society as one of the organizations/institutions that help curb the unemployment pandemic in South Africa.
- **Project leader (Applicant)**
 - **Staff Number:**
 - **Title:**

- **Name:**
- **Surname:**
- **Email:**
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Pictures of the Project:** No

VC Staff is invited to donate jackets for Mandela Day at the steel Acacia tree in front of the library between 16 June and 17 July. Unfortunately, I did not receive feedback to confirm if any staff members participated or planned to participate, and I cannot give an accurate report or evidence.

Engaged research

- All IOPS & HRM schools across three campuses have lecturers supervising students' studies from Honours to Ph.D. level. (NB I did not receive written confirmation from these lecturers)
- **Project name:** Wellness Program for Primary School Teachers
 - **Project Status:** Active
- 3. **Short Description/Aim:** Mr. Tejane is currently developing a Character strength workshop for primary school teachers to help them cope with the permanent impact of COVID-19 and the inherent stress of the profession.
 - **Category:** Engaged Teaching & Learning, engaged research
 - **Report year:** 2023
 - **Ongoing:** Yes
 - **Programme Code:**
 - **Module Code:** HRM
 - **Campus:** PC
 - **Community:** Primary school teachers, particularly in public schools.
 - **Community Value:** There are many reasons it's beneficial for companies to support and encourage wellness in the workplace, including Improves employee health behaviors. Improves employee health. Increases productivity. Improves employee engagement. Improves morale. Reduces stress levels. Improves attendance and Reduces healthcare costs.
 - **NWU Value:** Contribute to Research publication. Put NWU in a positive light in society.
- **Project leader (Applicant)**
 - **Staff Number:** 25455842
 - **Title:** Mr.
 - **Name:** Bongani

- **Surname:** Tejane
- **Email:** 25455842@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Pictures of the Project:** No

Outreach

- **Project name:** VICE-CHANCELLOR'S SCIENCE DAY
 - **Project Status:** Complete
 - **Short Description/Aim:** Prof Ntebo extended the invitation to Faculty of Economic and Management Sciences (FEMS) community engagement representatives to attend the Vice-Chancellors Science Day on 31 July 2023 at the RAKOKO SENIOR SECONDARY SCHOOL, MABESKRAAL, North-West Province. Pupils from different villages and NWU came together at a school to share information about their workplace, job, and the education and skills required to succeed in their careers.
 - **Category:** Outreach
 - **Report year:** 2023
 - **Ongoing:** No
 - **Programme Code:** FEMS
 - **Module Code:** N/A
 - **Campus:** PC/VC/MC
 - **Objectives:** To recruit and encourage pupils from the North-West province to apply at NWU. Additionally, Career Day's primary purpose aims to expose students to various careers and jobs and connect them to partners in the field.
 - **Community:** Career Day's primary purpose aims to expose students to various careers and jobs and connect them to partners in the field.
 - **Community Value:** increase the rate of educational attainment in the North-West villages.
 - **NWU Value:** Increase application and graduation rates in the long run.
- **Project leader (Applicant)**
 - **Staff Number:**
 - **Title:** Prof
 - **Name:** Ntebo
 - **Surname:** Moroke
 - **Email:** Ntebo.Moroke@nwu.ac.za
 - **School:** FEMS Deputy Dean: Community Engagement and Stakeholder Relations
 - **Report Year:** 2023
- **Team Members**
 - **How many team members will you be adding:** 1

- **Staff Number:** 25455842
- **Title:** Mr
- **Name:** Bongani
- **Surname:** Tejane
- **Email:** 25455842@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Pictures of the Project:** available

Sharing of expertise

- **Project name:** The 4th International Conference of the HR Division hosted by Prof Bennie Linde
 - **Project Status:** Complete
 - **Short Description/Aim:** Bridging the Gap: Aligning Human Resource Theory and Practice. Insightful workshops and a Ph.D. colloquium were presented.
 - **Category:** Engaged Teaching & Learning, engaged research & sharing of expertise
 - **Report year:** 2023
 - **Ongoing:** No
 - **Programme Code:** n/a
 - **Module Code:** n/a
 - **Campus:** PC/VC/MC
 - **Objectives:** Bridging the Gap: Aligning Human Resource Theory and Practice.
 - **Community:** HR practitioners, researcher
 - **Community Value:** acquiring information and skills to become an expert in a specific area.
 - **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 11180757
 - **Title:** Prof
 - **Name:** Bennie
 - **Surname:** Linde
 - **Email:** Bennie.Linde@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Team Members**
 - **How many team members will you be adding?** 3
 - **Staff Number:** 24896217

- **Title:** Mrs
- **Name:** Chimoniq
- **Surname:** Smith
- **Email:** Chimoniq.Smith@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Staff Number:** 12377953
- **Title:** Prof
- **Name:** Marissa
- **Surname:** Brouwers
- **Email:** Marissa.Brouwers@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Staff Number:**
- **Title:** Ms
- **Name:** Raygine
- **Surname:** Mario
- **Email:** Raygine.Mario@nwu.ac.za
- **School:** WorkWell Research Unit
- **Report Year:** 2023

- **Pictures of the Project**



- **Project name:** Labour Law Legal Representative – Keet Attorneys
 - **Project Status:** Active

- **Short Description/Aim:** The SASLAW pro bono project aims to deliver a quality advisory service and limited labor law legal service to those who otherwise do not have access to justice. The concerned law firm, Keet Attorneys, Potchefstroom, is an acknowledged entity registered with SASLAW to accept, perform, and execute referred clients for pro bono legal services at the CCMA and Labour Court.
- **Category:** Sharing of expertise
- **Report year:** 2023
- **Ongoing:** Yes
- **Programme Code:** LARM
- **Module Code:**
- **Campus:** PC
- **Community:** provide legal services to individuals unable to access legal services.
- **Community Value:** help clients assert the rights to which they are entitled but may not have the means to enforce themselves.
- **NWU Value:** The NWU will be promoted positively within the community. Pro bono can give lawyers a sense of pride.
- **Project leader (Applicant)**
 - **Staff Number:** 10671862
 - **Title:** Mrs
 - **Name:** Felicity
 - **Surname:** Van Vrede
 - **Email:** felicity.vanvrede@nwu.ac.za
 - **School:** IOPS
 - **Report Year:** 2023
- **Pictures of the Project:** N/A



- **Project name:** NWU Collaboration with Cambridge University
 - **Project Status:** Ongoing
 - **Short Description/Aim:** Prof Paul Smit, associate professor of and program leader for Labour Relations Management at the Faculty of Economic and Management Sciences, has been invited to collaborate as a visiting fellow with the Centre for Business Research (CBR) at Cambridge University in the United Kingdom.
 - **Category:** Engaged Teaching & Learning, engaged research and Sharing of expertise
 - **Report year: 2023Ongoing: Yes**
 - **Programme Code:** LARM
 - **Module Code:** LARM
 - **Campus:** PC
 - **Objectives:** The visit will enable Prof Paul to research the use of metrics in labor law research. This includes connecting with their labor index (CBR-LRI) dataset and developing a social justice scorecard.
 - **Community:** NWU & Cambridge University & the Labour relations profession
 - **Community Value:** Knowledge of the use of metrics in labour law research. This includes connecting with their labour index (CBR-LRI) dataset and developing a social justice scorecard.
 - **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 10326944
 - **Title:** Prof
 - **Name:** Paul
 - **Surname:** Smit
 - **Email:** paul.smit@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project: available**



- **Project name:** Prof Lizelle's HRIC presentation

- **Project Status:** complete, 02 June 2023
- **Short Description/Aim:** Prof Lizelle had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
- **Category:** Engaged Teaching, Learning & Engaged research & sharing of expertise
- **Report year:** 2023
- **Ongoing:** No
- **Programme Code:** n/a
- **Module Code:** n/a
- **Campus:** PC/VC
- **Objectives:** Enhance knowledge, discussions, and learning sessions by using various information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more.
- **Community:** Open to everyone
- **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa. Lizelle also won an award for best presentation.

- **Project leader (Applicant)**

- **Staff Number:** 12530115
- **Title:** Prof
- **Name:** Lizelle
- **Surname:** Rossouw

- **Email:** Lizelle.Rossouw@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Pictures of the Project:** available



- **Project name:** Prof Lene's HRIC presentation

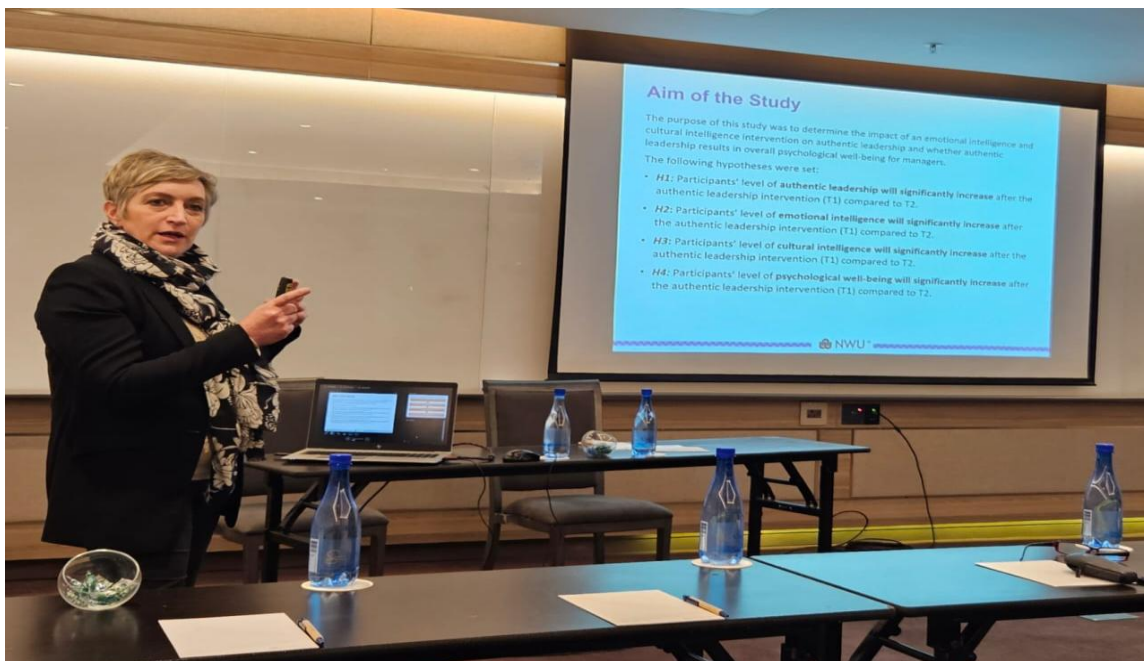
- **Project Status:** Complete
- **Short Description/Aim:** Prof Lene allowed people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
- **Category:** Engaged Teaching & Learning, engaged research & sharing of expertise
- **Report year:** 2022
- **Ongoing:** Once off
- **Programme Code:**
- **Module Code:**
- **Campus:** PC/VC
- **Objectives:** Enhance knowledge, discussions, and learning sessions using various information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more.
- **Community:** open to everyone
- **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.

- **Project leader (Applicant)**
 - **Staff Number:** 10094598
 - **Title:** Prof
 - **Name:** Lene
 - **Surname:** Graupner
 - **Email:** Lene.Graupner@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project: available**



- **Project name:** Dr. Melissa's HRIC presentation
 - **Project Status:** Complete
 - **Short Description/Aim:** Dr. Melissa had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
 - **Category:** Engaged Teaching & Learning, Engaged research & Sharing of expertise
 - **Report year:** 2023
 - **Ongoing:** No
 - **Programme Code:** n/a
 - **Module Code:** n/a
 - **Campus:** PC & VC
 - **Objectives:** Enhance knowledge, discussions, and learning sessions using various information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more.

- **Community:** open to everyone
- **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 10074996
 - **Title:** Dr.
 - **Name:** Melissa
 - **Surname:** Jacobs
 - **Email:** Melissa.Jacobs@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project:** available



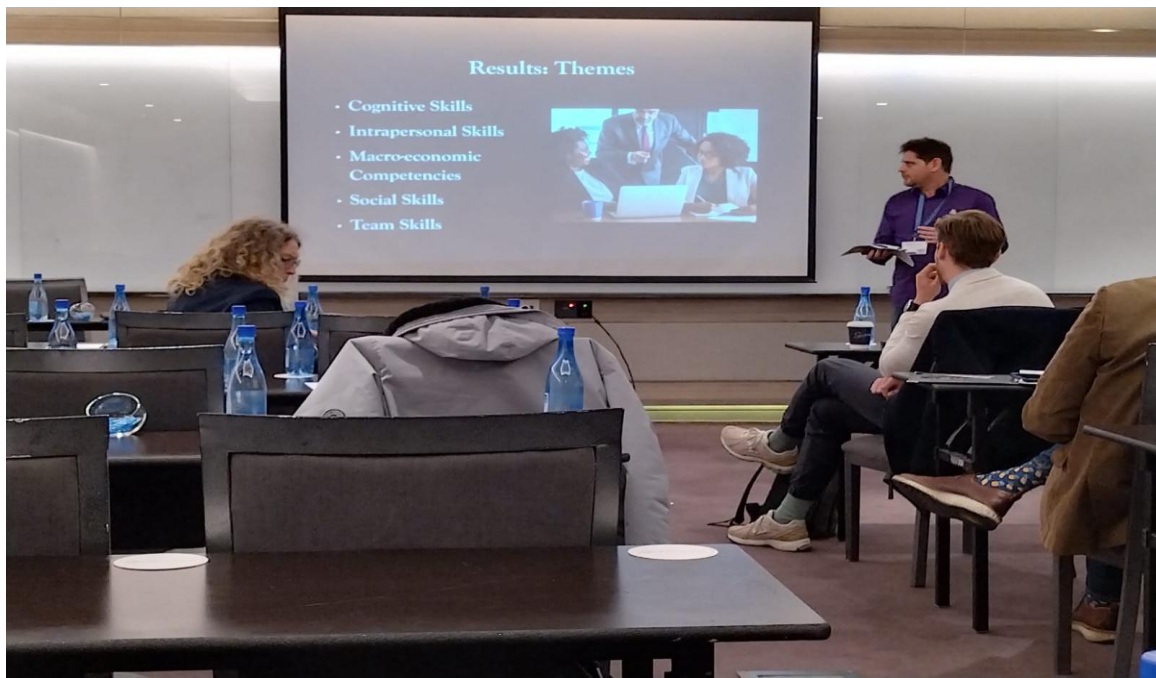
- **Project name: Dr. Gerhard Rabie's HRIC presentation**

- **Project Status:** Complete
- **Short Description/Aim:** Dr. Gerhard had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
- **Category:** Engaged Teaching & Learning, engaged research & sharing of expertise

- **Report year:** 2023
- **Ongoing:** No
- **Programme Code:** n/a
- **Module Code:** n/a
- **Campus:** PC & VC
- **Objectives:** Enhance knowledge, discussions, and learning sessions using various information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more.
- **Community:** open to everyone
- **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 12877085
 - **Title:** Dr
 - **Name:** Gerhard
 - **Surname:** Rabie
 - **Email:** gerhard.rabie@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project:** available



- **Project name:** Dr. Bouwer Jonker's HRIC presentation
 - **Project Status:** Complete
 - **Short Description/Aim:** Dr. Bouwer had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
 - **Category:** Sharing of expertise
 - **Report year:** 2023
 - **Ongoing:** No
 - **Programme Code:** n/a
 - **Module Code:** n/a
 - **Campus:** PC & VC
 - **Objectives:** Enhance knowledge, discussions, and learning sessions by using a variety of information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more
 - **Community:** open to everyone
 - **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
 - **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 10679898
 - **Title:** Dr
 - **Name:** Bouwer
 - **Surname:** Jonker
 - **Email:** Bouwer.Jonker@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project:** available



- **Project name:** Ms. Debbie Mtshelwane's HRIC presentation

- **Project Status:** Complete
- **Short Description/Aim:** Ms. Debbie's had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
- **Category:** Sharing of expertise
- **Report year:** 2023
- **Ongoing:** No
- **Programme Code:** n/a
- **Module Code:** n/a
- **Campus:** PC & VC
- **Objectives:** Enhance knowledge, discussions, and learning sessions by using a variety of information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more
- **Community:** open to everyone
- **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.

- **Project leader (Applicant)**

- **Staff Number:** 21809364
- **Title:** Ms.

- **Name:** Debbie
- **Surname:** Mtshelwane
- **Email:** Debbie.Mtshelwane@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023
- **Pictures of the Project:** available



- **Project name:** Dr. Bouwer Jonker and Lome HRIC presentation
 - **Project Status:** Complete
 - **Short Description/Aim:** Dr. Bouwer had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
 - **Category:** Sharing of expertise
 - **Report year:** 2023
 - **Ongoing:** No
 - **Programme Code:** n/a
 - **Module Code:** n/a
 - **Campus:** PC & VC
 - **Objectives:** Enhance knowledge, discussions, and learning sessions by using a variety of information-presentation techniques, including live presentations, poster presentations, virtual presentations, roundtable discussions, workshops, and more
 - **Community:** open to everyone
 - **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the

chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.

- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 10679898
 - **Title:** Dr
 - **Name:** Bouwer
 - **Surname:** Jonker
 - **Email:** Bouwer.Jonker@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023

Pictures of the Project: available



- **Project name:** Dr. Renier Els' HRIC presentation
 - **Project Status:** Complete
 - **Short Description/Aim:** Dr. Els had an opportunity for people to communicate with a large audience of like-minded individuals, typically congregating around a common interest or topic.
 - **Category:** Sharing of expertise
 - **Report year:** 2023
 - **Ongoing:** No
 - **Programme Code:** n/a
 - **Module Code:** n/a
 - **Campus:** PC & VC
 - **Objectives:** Enhance knowledge, discussions, and learning sessions by using a variety of information-presentation techniques, including live presentations,

poster presentations, virtual presentations, roundtable discussions, workshops, and more

- **Community:** open to everyone
- **Community Value:** Enables attendees to network with experts and leaders in their industry and learn from their knowledge. Attendees will also have the chance to interact, exchange ideas, and create valuable connections with influential people thanks to this opportunity.
- **NWU Value:** Gives recognition to the NWU as one of the top 10 universities in Africa.
- **Project leader (Applicant)**
 - **Staff Number:** 21489467
 - **Title:** Dr
 - **Name:** Renier
 - **Surname:** Els
 - **Email:** Renier.Els@nwu.ac.za
 - **School:** School for Industrial Psychology and Human Resource Management
 - **Report Year:** 2023
- **Pictures of the Project:** available



- **Project name: Trauma Mangement Short Learning Programme**

- **Project Status:** Active
- **Short Description/Aim:** consist of various teaching, learning, and work-integrated learning events/activities.
- **Category:** Sharing of expertise
- **Report year:** 2023
- **Ongoing:** Yes
- **Programme Code:** IOPS
- **Module Code:** IOPS
- **Campus:** PC
- **Community:** Industrial psycholgoists in SA and SIOPSA members
- **Community Value:** The programme improves the trauma mangemetn skills of industrial psychologists.
- **NWU Value:** Gives recognition to the NWU as one of the Universities active in bridging the gap between theory and practice.
- **Project leader (Lené Graupner)**
- **Staff Number:** 10094598
- **Title:** Prof
- **Name:** Lene
- **Surname:** Graupner
- **Email:** lene.graupner@nwu.ac.za
- **School:** School for Industrial Psychology and Human Resource Management
- **Report Year:** 2023

- **Pictures of the Project:**

TRAUMA MANAGEMENT TRAINING FOR IOPS

MARK YOUR CALENDAR

LIMITED EDITION

2023 Dates

- 22 & 23 Feb 2023
- 9 & 10 May 2023

BOOKINGS OPEN JAN 2023

12 CPDs

NWU CERTIFIED COURSE

Contact Us
info@siopsa.org.za

Speakers:

- Sylvia Baloyi, SIOPSA Executive Chair Professional Practice
- Prof Marieta du Plessis, IOP, UWC
- Prof Lene Graupner, IOP, NWU