

Table of Contents

SA Journal of Human Resource Management

ISSN: 1683-7584 (print) | ISSN: 2071-078X (online)

Vol 17 (2019)

Original Research

1

The impact of psychological contracts on employee engagement at a university of technology

Vinessa Naidoo, Ishana Abarantyne, Robert Rugimbana

SA Journal of Human Resource Management | Vol 17 | a1039 | 15 January 2019

Original Research

12

Strategic priorities for cultivating commitment amongst academic staff: The militating effect of workplace spirituality

Desere Koko, Esther P. Palmer

SA Journal of Human Resource Management | Vol 17 | a1054 | 16 January 2019

Original Research

20

Evaluation of remuneration preferences of knowledge workers

Mark H.R. Bussin, Natasha Brigman

SA Journal of Human Resource Management | Vol 17 | a1075 | 05 February 2019

Original Research

30

Perceptions of sacrifice, workplace friendship and career concerns as explanatory mechanisms of employees' organisational commitment

Melinde Coetzee, Nadia Ferreira, Ingrid Potgieter

SA Journal of Human Resource Management | Vol 17 | a1033 | 06 February 2019

Original Research

39

A performance management model addressing human factors in the North West provincial administration

Kezell Klinck, Sonia Swanepoel

SA Journal of Human Resource Management | Vol 17 | a1021 | 13 February 2019

Original Research

56

Gender diversity, ethnic diversity and employee performance in a South African higher education institution

Simbarashe Zhuwao, Hlanganipai Ngirande, Wiseman Ndlovu, Sam T. Setati

SA Journal of Human Resource Management | Vol 17 | a1061 | 14 March 2019

Original Research

64

Measurement of the perceptions of human resource practices in a seemingly collectivistic culture

Anton Grobler, Sonja Grobler, Rose Mathafena

SA Journal of Human Resource Management | Vol 17 | a1069 | 08 April 2019

Original Research

75

Subjective experiences of employment equity in South African organisations

Rudolf M. Oosthuizen, Louise Tonelli, Claude-Hélène Mayer

SA Journal of Human Resource Management | Vol 17 | a1074 | 08 April 2019

Original Research

87

The moderating effect of employee motivation on workplace surveillance and employee engagement amongst employees at the Zimbabwe Revenue Authority

Fidelis P. Tsvangirai, Willie T. Chinyamurindi

SA Journal of Human Resource Management | Vol 17 | a1106 | 23 April 2019

Original Research

95

Team coaching in the workplace: Critical success factors for implementation

Badelisile M. Maseko, Rene van Wyk, Aletta Odendaal

SA Journal of Human Resource Management | Vol 17 | a1125 | 30 April 2019

Original Research

106

Talent management in the South African construction industry

Sydwell Shikweni, Willem Schurink, Rene van Wyk

SA Journal of Human Resource Management | Vol 17 | a1094 | 27 May 2019

Original Research

118

Buridan's ass syndrome: Dilemma of the human resources practitioner in workplace bullying

Manasseh Mokgolo, Antoni Barnard

SA Journal of Human Resource Management | Vol 17 | a1124 | 24 June 2019

Original Research

129

Trust and organisational performance: A grounded theory approach for a South African district municipality

Zwelinzima J. Ndevu

SA Journal of Human Resource Management | Vol 17 | a1158 | 26 June 2019

Original Research

140

The relationship between chief executive officer compensation and the size and industry of South African state-owned enterprises

Mariette Coetzee, Magda L. Bezuidenhout

SA Journal of Human Resource Management | Vol 17 | a1120 | 26 June 2019

Original Research

150

Applying duoethnography to position researcher identity in management research

Lisa C. Kinnear, Shaun Ruggunan

SA Journal of Human Resource Management | Vol 17 | a1056 | 10 July 2019

Original Research

161

A total rewards framework for the attraction of Generation Y employees born 1981–2000 in South Africa

Mark H.R. Bussin, Keshia Mohamed-Padayachee, Philip Serumaga-Zake

SA Journal of Human Resource Management | Vol 17 | a1066 | 11 July 2019

Original Research

175

Accounting for uncontrollable factors in executive incentive scheme designs

Dumisani V. Dhliwayo, Mark H.R. Bussin

SA Journal of Human Resource Management | Vol 17 | a1084 | 22 July 2019

Original Research

188

Satisfaction with retention factors in relation to job embeddedness of public school teachers

Ronny Shibiti

SA Journal of Human Resource Management | Vol 17 | a1161 | 06 August 2019

Original Research**197**

Job and personal resources as mediators in the relationship between iron-ore mineworkers' job demands and work engagement

Martina Kotzé, Petrus Nel

SA Journal of Human Resource Management | Vol 17 | a1183 | 27 August 2019

Original Research**206**

Debunking the one-size-fits-all approach to human resource management: A review of human resource practices in small and medium-sized enterprise firms

Willard Nyamubarwa, Crispen Chipunza

SA Journal of Human Resource Management | Vol 17 | a1108 | 27 August 2019

Original Research**212**

Employees' perceived effectiveness of the performance management system at a North-West provincial government department

Pheagane I. Modipane, Petrus A. Botha, Tonja Blom

SA Journal of Human Resource Management | Vol 17 | a1081 | 02 September 2019

Original Research**224**

The relationship between perceived organisational support, organisational commitment and turnover intention among employees in a selected organisation in the aviation industry

Maahierah Satardien, Rukhsana Jano, Bright Mahembe

SA Journal of Human Resource Management | Vol 17 | a1123 | 05 September 2019

Original Research**232**

Managerial interpersonal competencies and the performance of family- and non-family-owned small and medium-sized enterprises in Zimbabwe and South Africa

Nhamo Mashavira, Crispen Chipunza, Dennis Y. Dzansi

SA Journal of Human Resource Management | Vol 17 | a1130 | 05 September 2019

Original Research**247**

A guiding framework for multi-stakeholder contracting in executive coaching

Zelda Burger, Salome van Coller-Peter

SA Journal of Human Resource Management | Vol 17 | a1114 | 19 September 2019

Original Research**258**

The role of electronic human resource management in diverse workforce efficiency

Tonja Blom, Yvonne du Plessis, Hamid Kazeroony

SA Journal of Human Resource Management | Vol 17 | a1118 | 30 September 2019

Original Research**270**

Environmental influences, employee resourcing strategies and small and medium-sized enterprises performance: Case of South African small restaurants

Honest Mupani, Crispen Chipunza

SA Journal of Human Resource Management | Vol 17 | a1104 | 30 September 2019

Original Research**281**

How coaching aligns the psychological contract between the young millennial professional and the organisation

Chantelle Solomon, Salome van Coller-Peter

SA Journal of Human Resource Management | Vol 17 | a1146 | 30 September 2019

Original Research**292**

Exploring talent management execution in the Ministry of Justice in the Namibian public sector

Kristofina Filippus, Cecilia M. Schultz

SA Journal of Human Resource Management | Vol 17 | a1162 | 07 October 2019

Original Research**301**

The impact of job description and career prospect on job satisfaction: A quantitative study in Mauritius

Ketan S. Ramhit

SA Journal of Human Resource Management | Vol 17 | a1092 | 09 October 2019

Original Research**308**

Promoting a positive work experience for South African domestic workers

Bridget de Villiers, Michelle Taylor

SA Journal of Human Resource Management | Vol 17 | a1206 | 15 October 2019

Original Research**321**

Psychological contract inducements and expectations conveyed to potential employees on organisations' websites

Jaco van Niekerk, Pharny Chrysler-Fox, Rene van Wyk

SA Journal of Human Resource Management | Vol 17 | a1113 | 22 October 2019

Original Research**332**

The mediating role of planned behaviour on deterrence initiatives aimed at managing local government workplace compliance

Sithenkosi Lungisa, Ogochukwu Nzewi, Samuel O. Oluotase

SA Journal of Human Resource Management | Vol 17 | a1058 | 23 October 2019

Original Research**343**

Assessing the predictors of satisfaction with life of employees in Windhoek, Namibia

Imelda Rodrigues, Wesley R. Pieters

SA Journal of Human Resource Management | Vol 17 | a1145 | 28 October 2019

Original Research**352**

Job attitudes as a predictor of work engagement of the lecturing staff at the University of Namibia

Wesley R. Pieters, Ebben van Zyl, Petrus Nel

SA Journal of Human Resource Management | Vol 17 | a1165 | 29 October 2019

Original Research**363**

Entrepreneurial alertness and self-efficacy: A focus on social values and innovation performance

Boris Urban

SA Journal of Human Resource Management | Vol 17 | a1132 | 29 October 2019

Original Research**372**

Performance appraisal as an antecedent to innovation: An analysis of its importance relative to other human resource practices

Navin G. Matookhund, Renier Steyn

SA Journal of Human Resource Management | Vol 17 | a1219 | 29 October 2019

Original Research**383**

An analysis of the relationship between occupational stress and employee job performance in public health care institutions: A case study of public hospitals in Harare

Tawaziwa Wushe, Jacob Shenje

SA Journal of Human Resource Management | Vol 17 | a1079 | 05 November 2019

Original Research**394**

The relationship between social media usage in the workplace and employee productivity in the public sector: Case study of government departments in Harare

Tawaziwa Wushe, Jacob Shenje

SA Journal of Human Resource Management | Vol 17 | a1116 | 05 November 2019

Original Research**404**

The role of neuroleadership in work engagement

Leigh A. Zwaan, Rica Viljoen, Dorrian Aiken

SA Journal of Human Resource Management | Vol 17 | a1172 | 11 November 2019

Original Research**413**

To flex or not to flex? Flexible work arrangements amongst software developers in an emerging economy

Wilhelmus J. Conradie, Jeremias J. de Klerk

SA Journal of Human Resource Management | Vol 17 | a1175 | 12 November 2019

Original Research**425**

Resistance to change, work engagement and psychological capital of academics in an open distance learning work environment

Johanna C. Diedericks, Frans Cilliers, Adèle Bezuidenhout

SA Journal of Human Resource Management | Vol 17 | a1142 | 12 November 2019

Original Research**439**

Personality and job engagement among municipal workers in the Eastern Cape province, South Africa

Tatenda S. Mhlanga, Themba Q. Mjoli, Shingirayi F. Chamisa

SA Journal of Human Resource Management | Vol 17 | a1188 | 13 November 2019

Original Research**450**

The antecedents of employee engagement and their effect on public sector service delivery: The case study of government departments in Harare

Tawaziwa Wushe, Jacob Shenje

SA Journal of Human Resource Management | Vol 17 | a1082 | 13 November 2019

Original Research**461**

Environmental health community service: Confronting the human resource challenges

Patience Mbola, Izanne S. Human, Paula E. Melariri

SA Journal of Human Resource Management | Vol 17 | a1135 | 18 November 2019

Original Research**471**

Developing a team performance framework utilising Neethling's thinking style preference instrument

Yvonne T. Joubert, Christine Swart

SA Journal of Human Resource Management | Vol 17 | a1203 | 26 November 2019

Original Research**482**

Psychological strengths: An interpretative phenomenological analysis of Muslim women leaders

Fahrial Amla, Johanna H. Buitendach

SA Journal of Human Resource Management | Vol 17 | a1185 | 26 November 2019

Original Research**496**

The impact of Training and Assessment Register (TAR) on productivity in the automotive parts manufacturing organisation in South Africa

Robert W.D. Zondo

SA Journal of Human Resource Management | Vol 17 | a1179 | 28 November 2019

Original Research**504**

A comparative analysis of the antecedents and consequences of employee satisfaction for urban and rural healthcare workers in KwaZulu-Natal province, South Africa

Brian Tawana, Nicolene E. Barkhuizen, Yvonne du Plessis

SA Journal of Human Resource Management | Vol 17 | a1080 | 29 November 2019

Original Research**513**

What will it take to make a successful administrative professional in the fourth industrial revolution?

Annette A.J. Venter, Tessie H.H. Herbst, Chux G. Iwu

SA Journal of Human Resource Management | Vol 17 | a1224 | 29 November 2019

Reviewer Acknowledgement**527**

SA Journal of Human Resource Management | Vol 17 | a1284 | 13 December 2019