

Table of Contents

SA Journal of Human Resource Management

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

Vol 21 (2023)

Original Research

1

A short report of the value of learnerships from an organisational stakeholder point of view

Sumari O'Neil, Nadia J. Davel, Natasja Holtzhausen

SA Journal of Human Resource Management | Vol 21 | a2006 | 12 January 2023

Original Research

12

Perceived challenges: Unfounded reasons for not forging ahead with digital human resource management practices

Munodani Chapano, Michelle R. Mey, Amanda Werner

SA Journal of Human Resource Management | Vol 21 | a2085 | 20 January 2023

Original Research

25

The role of career development in ensuring effective quality management of training

Renier C. Els, Helen W. Meyer

SA Journal of Human Resource Management | Vol 21 | a2126 | 27 January 2023

Original Research

34

Examining staff burnout during the transition to teaching online due to COVID-19 implications

Angelo Fynn, Hugo D. van der Walt

SA Journal of Human Resource Management | Vol 21 | a2062 | 06 February 2023

Original Research

44

Intention as a determinant of Islamic work culture in Indonesia based on the modified theory of planned behavior

Moehammad Reza Arfiansyah, Achmad Ushuluddin, Mohammad Affan, Waryani Fajar Riyant

SA Journal of Human Resource Management | Vol 21 | a2022 | 10 February 2023

Original Research

55

Job stressors, work tension and job satisfaction of academics at a university in South Africa

Ncumisa Luzipho, Pierre A. Joubert, Manilall Dhurup

SA Journal of Human Resource Management | Vol 21 | a2015 | 21 February 2023

Original Research

64

Workplace safety, Employee safety attitudes and employee productivity of manufacturing firms

Tetu M. Mutegi, Paul M. Joshua, Jesse K. Maina

SA Journal of Human Resource Management | Vol 21 | a1989 | 28 February 2023

Original Research

75

Leadership, management and organisational implications for public service employee well-being and performance

Shanil Haricharan

SA Journal of Human Resource Management | Vol 21 | a2080 | 13 March 2023

Original Research

88

Human resource policies and work-life balance in higher education: Employee engagement as mediator

Felix K. Opoku, Isaac T. Kwao, Agyemang-Prempeh Johnson

SA Journal of Human Resource Management | Vol 21 | a1939 | 15 March 2023

Original Research

101

Human resource development and organisational performance: Evidence from Pakistan

Muhammad Irfan, Nabila Khurshid, Jamila Khurshid, Arif Masih Khokhar

SA Journal of Human Resource Management | Vol 21 | a2020 | 22 March 2023

Original Research

111

An exploratory study of factors influencing career decisions of Generation Z women in Data Science

Milind Bhole, Poornima Tapas

SA Journal of Human Resource Management | Vol 21 | a2168 | 23 March 2023

Original Research

120

Conformer or colluder? The human resource professional's contribution to toxic leadership

Tatiana Page, John J. Mgwenya

SA Journal of Human Resource Management | Vol 21 | a2123 | 28 March 2023

Original Research

130

The role of work-life balance as mediation of the effect of work-family conflict on employee performance

Muzakar Isa, Nur Indrayati

SA Journal of Human Resource Management | Vol 21 | a1910 | 30 March 2023

Original Research

140

Constraining and contributing factors of an expatriate assignment life cycle

Zain D. Reddiar, Cecilia M. Schultz

SA Journal of Human Resource Management | Vol 21 | a2138 | 31 March 2023

Original Research

152

The COVID-19 pandemic: Perspectives on work engagement and work-from-home in a higher education institution

Doret Botha, Gerda van Dijk, Amori Marais

SA Journal of Human Resource Management | Vol 21 | a2131 | 14 April 2023

Original Research

166

Capabilities of secondary school teachers in sub-Saharan Africa: A systematic literature review

Tessa de Wet, Sebastiaan Rothmann

SA Journal of Human Resource Management | Vol 21 | a2120 | 25 April 2023

Original Research

181

Social media role in addressing employability challenges of graduates: An expert opinion analysis

Obrain Murire, Liezel Cilliers, Willie T. Chinyamurindi

SA Journal of Human Resource Management | Vol 21 | a2047 | 28 April 2023

Original Research

190

Perspectives of human resource practitioners in two urban local authorities in Zimbabwe

Anoziva C. Gumbie, Nelesh Dhanpat, Renjini M. Joseph

SA Journal of Human Resource Management | Vol 21 | a2188 | 04 May 2023

Original Research**202**

Managing job burnout from workplace telepressure: A three way interaction

Retno P. Setyaningrum, Muafi Muafi

SA Journal of Human Resource Management | Vol 21 | a2151 | 10 May 2023

Original Research**211**

Investigating turnover intention in a financial organisation in Gauteng

Gloria S. Tshwane, Molefe J. Maleka, Portia M. Tladi

SA Journal of Human Resource Management | Vol 21 | a2177 | 23 May 2023

Original Research**222**

A confirmatory factor analytic study of an ethical climate measure in Zimbabwe

Nelson Gwamanda, Bright Mahembe

SA Journal of Human Resource Management | Vol 21 | a2184 | 30 May 2023

Original Research**231**

The mediating effect of job satisfaction and knowledge sharing behaviour on job performance

Erlina E. Sasmita, Hamidah Nayati Utam, Ika Ruhana

SA Journal of Human Resource Management | Vol 21 | a2128 | 12 June 2023

Original Research**238**

An alignment of personal development plans with training and development of employees at SASSA

Thabo F. Saul, Mzikayise S. Binza, Kabelo Moeti

SA Journal of Human Resource Management | Vol 21 | a2161 | 07 July 2023

Original Research**245**

COVID-19: Job insecurity as a moderator of e-learning acceptance in Indian organisations

Syed R. Naqvi, Puja Sareen, Tanuja Sharma, Swati Chawla, Sheela N. Wadhwa, Ritika Malik

SA Journal of Human Resource Management | Vol 21 | a2130 | 02 August 2023

Original Research**257**

Employee perceptions of organisational design interventions in the public sector

Mehauhelo Melaletsa, Mark Bussin, Emmerentia N. Barkhuizen

SA Journal of Human Resource Management | Vol 21 | a2145 | 03 August 2023

Original Research**269**

Determinants of mental health: Role of organisational climate and decent work amongst employees

Vongai Ruzungunde, Willie T. Chinyamurindi, Chioneso S. Marange

SA Journal of Human Resource Management | Vol 21 | a2105 | 07 August 2023

Original Research**280**

Mental toughness and competitive performance of Indonesian hotel supervisors

Lieli Suharti, Rakhel P. Kurniawati

SA Journal of Human Resource Management | Vol 21 | a2244 | 28 August 2023

Original Research**290**

Leadership styles as predictors of employee engagement at a selected tertiary institution

Genevieve Southgate, John K. Aderibigbe, Tolulope V. Balogun, Bright Mahembe

SA Journal of Human Resource Management | Vol 21 | a2238 | 30 August 2023

Original Research**300**

Training and skills development in the wake of the Fourth Industrial Revolution: Evidence from Botswana borehole drilling companies

Orometswe K. Somfula, Emmanuel Zhanda

SA Journal of Human Resource Management | Vol 21 | a2125 | 31 August 2023

Original Research**311**

The psychosocial work conditions and mental well-being of independent school heads in South Africa

Jozef E. Breedt, Belinda Marais, Jon Patricios

SA Journal of Human Resource Management | Vol 21 | a2203 | 31 August 2023

Original Research**325**

Factors affecting the attraction of women to technical mining positions in South Africa

Nelly Mashaba, Doret Botha

SA Journal of Human Resource Management | Vol 21 | a2227 | 31 August 2023

Original Research**341**

Talent approaches for the South African automotive industry

Wayne E. Macpherson, Amanda Werner, Michelle R. Mey

SA Journal of Human Resource Management | Vol 21 | a2224 | 22 September 2023

Original Research**351**

The perceived impact of a global pandemic on a provincial department's organisational structure

Kiara N. Nyanhongo, Lesego V. Mokhutsane, Mahlapane T. Mosebi, Thato M. Thobejane, Thabang S. Mathudi, Musawenkosi D. Saurombe

SA Journal of Human Resource Management | Vol 21 | a2254 | 27 September 2023

Original Research**365**

Developing ambidexterity and resilience: The predictive role of high-performance work systems

Charles Hanu, Njabulo Khumalo

SA Journal of Human Resource Management | Vol 21 | a2226 | 19 October 2023

Original Research**376**

Psychosocial factors influencing change management: An African cross-border acquisition case

Annelize van Niekerk

SA Journal of Human Resource Management | Vol 21 | a2279 | 31 October 2023

Original Research**386**

The linkage between team communication, team motivation and search and rescue team performance

Azlyn Ahmad Zawawi, Norsyazwani Ab Halim, Nur Zafifa Kamaruzaman, Azita Ahmad Zawawi, Fatimah Wati Halim

SA Journal of Human Resource Management | Vol 21 | a2217 | 09 November 2023

Original Research**396**

Perceptions of motivational factors in the Department of Health: A demographic groupings analysis

Godfrey Maake, Cornelia Harmse

SA Journal of Human Resource Management | Vol 21 | a2152 | 16 November 2023

Original Research**407**

Exploring mid-level leaders' perceptions of organisational culture at cash management company

Tertita Pillay, Nelesh Dhanpat, Roslyn De Braine

SA Journal of Human Resource Management | Vol 21 | a2250 | 20 November 2023

Original Research**420**

Pay discrimination litigation: Lessons learned

Leana Diedericks, Anita Bosch

SA Journal of Human Resource Management | Vol 21 | a2090 | 20 November 2023

Original Research**430**

Impact of performance incentives on employees' performance in a university in KwaZulu-Natal

Vincent L. Mbukwana, Ayansola O. Ayandibu

SA Journal of Human Resource Management | Vol 21 | a2114 | 21 November 2023

Original Research**441**

Impact of public service motivation on work evaluation and counterproductive work behaviour

Phakane M. Masukela, Petronella Jonck, Petrus A. Botha

SA Journal of Human Resource Management | Vol 21 | a2231 | 22 November 2023

Original Research**450**

The relationship of university student's proactive behaviour with demands, resources and outcomes

Charlize du Toit, Karina Mostert

SA Journal of Human Resource Management | Vol 21 | a2296 | 22 November 2023

Original Research**462**

Employee participation in training and development interventions at a selected municipality

Noluthando Zweni

SA Journal of Human Resource Management | Vol 21 | a2258 | 24 November 2023

Original Research**472**

Industrial and organisational psychology Master's coursework and internship as enabler of employability

Rudolf M. Oosthuizen, Annelize van Niekerk, Melinde Coetzee

SA Journal of Human Resource Management | Vol 21 | a2262 | 07 December 2023

Original Research**484**

The psychological contract and staff retention among South African higher education employees: The influence of socio-demographics

Annette Snyman, Nadia Ferreira

SA Journal of Human Resource Management | Vol 21 | a2354 | 11 December 2023

Original Research**499**

The future of talent management in the City of Tshwane Metropolitan Municipality

Tumelo N. Mmatabane, Leigh-Anne Paul Dachapalli, Cecile M. Schultz

SA Journal of Human Resource Management | Vol 21 | a2386 | 20 December 2023

Reviewer Acknowledgement**512**

Acknowledgement to reviewers

Editorial Office

SA Journal of Human Resource Management | Vol 21 | a2456 | 01 December 2023