

# SPECIAL EDITION

## INTO THE FUTURE WITH INDUSTRIAL PSYCHOLOGY AS DISCIPLINE AND PROFESSION: CHALLENGES AND RESPONSES

THEO H VELDSMAN  
Guest Editor  
People Effectiveness Consulting Group  
CS Holdings

Industrial Psychology is faced with changes on all fronts. The world of work is transforming; the expectations and needs of stakeholders are shifting; a new professional practice framework has come into force in South Africa; the competitive demands imposed on organisations are different; the global village has become a way of life; and a socio-political transformation, accompanied by the revision of labour legislation, has occurred in South Africa.

A real need therefore exists to take stock of our discipline and profession and how to prepare Industrial Psychology for a different, but challenging future. The purpose of this special issue is to present stretching and controversial, but well founded views regarding the future of Industrial Psychology as a discipline and profession. Possible solutions and ways forward for Industrial Psychology are offered to address these challenges.

The articles included in this special issue cover the following topics: the impact of the historical unfolding of Industrial Psychology on the roles in the field and its implications for the future training of Industrial Psychologist (Dries Schreuder); the possibility of an identity crisis in Industrial Psychology because of disparate and conflicting psychological theories, and suggestions on how to resolve this crisis (Mike Watkins); environmental trends in the world of work which

must be addressed as a matter of urgency (Wayne Cascio); a proposal that the current management paradigm obsessed with the bottom line, irrespective of the long term effects in organisational and societal terms, must be counterbalanced by knowledge about genuine issues pertinent to the South African work place (KP Moalusi); the argument that whereas the discipline of Industrial Psychology has an important role to play in the South African economy and needs to remain relevant, the profession of Industrial Psychology in our country has little relevance (Steve Renecke); a review of the current and future roles, with their associated competencies, of Industrial Psychology in South Africa (Yvonne Pienaar and Gert Roodt); the suggestion that though the future playing field of Industrial Psychology will not change much, a new game with different rules will have to be played in future (Theo Veldsman).

My wish is that readers will find this special issue stimulating and thought provoking. Let us see this issue as the start to an intense debate and dialogue about the future of Industrial Psychology and Industrial Psychologists in a changing world.

FINANCIAL SUPPORT FROM THE SOCIETY FOR INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY (SIOPSA) WHICH MADE THIS ISSUE POSSIBLE, IS GREATLY APPRECIATED.