

## Did you know?

- When you let your work spill over to affect your family life, your boss can actually see you as *less* engaged with your work. That is, overworking can actually negatively impact rather than enhance your career progress.
  - From Prof Jenny Hoobler's research: Wayne, S.J., Lemmon, G., Hoobler, J.M., Cheung, G.W., & Wilson, M. (2017). The ripple effect: A spillover model of the detrimental impact of work-family conflict on job success. *Journal of Organizational Behavior*, 38, 876-894.
  
- Dr Nasima Carrim has interviewed over 50 South African Indian career women and their family members in the past 9 years for her research on Indian women's work and family identities.
  - An example of Dr Carrim's research: Carrim, N. (2016). Stepping out of the fish tank: Ethnic identity work of Indian parents. *Journal of Family Issues*, 37(16), 2368-2392.
  
- Communication can play a significant role in the value creation process of the organisation, since the value of capital can increase or decrease depending on what the organisation says and does. The corporate communication function can introduce contemporary communication approaches to this process.
  - From Dr Estelle de Beer's research: E de Beer (2014). Creating value through communication. *Public Relations Review*, 40(2014):136-143
  
- 'Sometimes a lie is kinder than the truth' – African proverb. In South Africa today, spokespersons for all institutions have to deal with insoluble odds when communicating about their organisations or leaders in the media. Communication skills and capabilities are tested on a daily basis. This research unveils the "anatomy" of a spokesperson in South Africa.
  - From Prof Ronel Rensburg's research: Ronel Rensburg (2018). The anatomy of a South African spokesperson: sometimes a lie is kinder than the truth. (Chapter 7). In Dejan Verčič and Elizabeth Bridgen (editors). *Experiencing Public Relations: International Voices*, Routledge
  
- Companies in South Africa are obligated to critically re-evaluate how they communicate their financial information to stakeholders. Integrated Reporting, as mandated by the King III Report, seeks to combine the reporting of financial and nonfinancial performance measures in a way that promotes corporate strategy. Yet a national online survey found that stakeholders believe that annual and interim financial reports are still the mainstay for financial information.
  - From Prof Ronel Rensburg and Dr Elsamari Botha's research: Is Integrated Reporting the silver bullet of financial communication?

- Inadequate electricity supply and load shedding since 2008 has cost the South African economy over R110bn. Delays in bringing Kusile and Medupi power plants online have further reduced economic growth. Energy intensive industries were particularly hard hit through a combination of supply cuts and rising prices during this period.
  - From Jessika Bohlmann's research: Bohlmann, J.A., Bohlmann, H.R., Inglesi-Lotz, R. and Van Heerden, J.H. (2016) An economy-wide evaluation of new power generation in South Africa: The case of Medupi and Kusile. Energy Policy 97 (2016) 450-460.
- Research and development investment in energy efficiency technologies and nuclear energy yield high social benefits for all G7 countries while exactly the opposite holds for fossil fuels. Policy makers can count on promoting R & D in the fields of energy efficiency and nuclear to reap high social returns.
  - From Roula Inglesi-Lotz's research: Inglesi-Lotz, R., 2017. "Social Rate of Return to R&D on Various Energy Technologies: Where Should We Invest More? A Study of G7 Countries". Energy Policy, 101, 521-523.
- The industries and consumers from Mpumalanga are the worst affected by the Gauteng Toll System, out of all provinces in South Africa.
  - From Jan van Heerden's research: Stofberg, F.J. and Van Heerden, J.H. (2016). The Short Term Economic Impact of Levying E-Tolls on Industries. South African Journal of Economics, (84), pp. 574-593.
- That almost all parents claim that they love their children equally, regardless of their sex, despite evidence of existence of some form of gender bias and sex preference in families. Differential treatments of sons and daughters in intra-household resource allocation could be important to gender based intergenerational mobility.
  - From Yoseph Getachew's research: Azomahou, Getachew and Yitbarek (2017): Share the Love: Parental Bias, Women Empowerment and Intergenerational Mobility.