

## REFERENCES:

ADAMS, G.M. (1994). **Exercise Physiology: Laboratory Manual (2<sup>nd</sup> edition)**. Dubuque : Brown & Benchmark Publishers.

ALARANTA, H., HURRI, H., HELÖVAARA, M., SOUKKA, A., HARJU, R. (1994). Non-dynamometric Trunk Performance Tests: Reliability & Normative Data. **Scandinavian Journal of Rehabilitation Medicine**, 26 : 211-215.

ALDANA, S. (1998). **The Art of Health Promotion**. M.I., U.S.A : Keego Harbour.

American College of Sports Medicine (1991). **Guidelines for Exercise Testing and Prescription (4<sup>th</sup> edition)**. Philadelphia : Lea & Febiger.

ARNHEIM, D.D. & PRENTICE, W.E. (1993). **Principles of Athletic Training (8<sup>th</sup> edition)**. St. Louis : Mosby-Year Book, Inc.

ARVEY, R.D. & FALEY, R.H. (1988). **Fairness in Selecting Employees (2<sup>nd</sup> edition)**. Reading : Addison-Wesley.

ASTRAND, P.O. & RYHMING, I. (1954). A Nomogram for Calculation of Aerobic Capacity from Pulse Rate during Submaximal Work. **Journal of Applied Physiology**, 7: 218-221.

ASTRAND, P.O. & RODAHL, K. (1977). **Textbook of Work Physiology (2<sup>nd</sup> edition)**. New York : McGraw-Hill.

AYOUB, M.A. (1982). Control of Manual Lifting Hazards: Preemployment Screening. **Journal of Occupational Medicine**, 24 : 751-761.

BALOGUN, J.A., ADENLOLA, S.A., AKINLOYE, A.A. (1991). Grip Strength Normative Data for the Harpenden Dynamometer. **Journal of Orthopaedics, Sports & Physical Therapy**, 14 (4) : 155-159.

BARTIE, M.C., VIDEMAN, T., GIBBONS, L., FISHER, L., MANNINEN, H., GILL, K. (1995). Determinants of Lumbar Disc Degeneration: A Study Relating Lifetime Exposures and MRI Findings in Identical Twins. **Spine**, 20 : 2601-2612.

BAUMGARTNER, T.A. & ZUIDEMA, M.A. (1972). Factor Analysis of Physical Fitness Tests. **Research Quarterly for Exercise and Sport**, 43 : 443-450.

BERNAUER, E.M. & BONANNO, J. (1975). Development of Physical Profiles for Specific Jobs. **Journal of Occupational Medicine**, 17(1) : 27-33.

BIDDLE, D. & SILL, N.S. (1999). Protective Service Physical Ability Tests: Establishing Pass/Fail, Ranking, and Banding Procedures. **Public Personnel Management**, 28(2) : 217-225.

BORG, G. (1962). **Physical Performance and Perceived Exertion**. Lund : Gleerup.

BOROFSKY, G.L. & SMITH, M. (1993). Reductions in Turnover, Accidents, and Absenteeism: The Contribution of a Pre-employment Screening Inventory. **Journal of Clinical Psychology**, 49 : 109-116.

BOROFSKY, G.L., WAGNER, J., TURNER, S. (1995). Sustained Reduction in Turnover and Accidents Associated with the ongoing use of a Pre-employment Screening Inventory: Results of a Three-year Longitudinal Study. **Psychological Reports**, 77 : 195-204.

BOTHA, A.T., HUYSER, D., KRIEK, N., PUTTER, T., SCHONKEN, E. (1998). Pre-placement Examination and the Labour Relations Act 66 of 1995. **Occupational Health South Africa**, 4(3) : 22-25.

BOTHA, A.T., HUYSER, R.F., SCHONKEN, E. (2000). Managing the Incapacitated Worker. **Occupational Health South Africa**, 6(6) : 23-27.

BRADY, J.I., KNIGHT, D.R., BERGHAGE, T.E. (1977). Relationship between Measures of Body Fat and Gross Motor Proficiency. **Journal of Applied Psychology**, 62 : 224-229.

BREZIN, E. & KOLMER, W. (1912). Uber den Energieverbrauch beider Geharbeit unter dem Einfluss Verschiedener Geschwindigkeiten und Verschiedener Delestungen. **Biochem. Ztschr**, 38 : 129-153.

BROWNLIE, L., BROWN, S., DIEWERT, G., GOOD, P., HOLMAN, G., LAUE, G., BANISTER, E. (1985). Cost-effective Selection of Fire Fighter Recruits. **Medicine and Science in Sports and Exercise**, 17(6) : 661-665.

BURTON, A.K. (1997). Back Injury and Work Loss: Biomechanical and Psychosocial Influences. **Spine**, 22 : 2575-2580.

CADY, L.D., BISHOFF, D.P., O'CONNELL, E.R., THOMAS, P.C., ALLAN, J.H. (1979). Back Injuries in Fire Fighters. **Journal of Occupational Medicine**, 21 : 269-272.

CALDWELL, L.S., CHAFFIN, D.B., DUKES-DOBOS, F.N., KROEMER, K.H.E., LAUBACH, L.L., SNOOK, S.H., WASSERMAN, D.E. (1974). A Proposed Standard Procedure for Static Muscle Strength Testing. **American Industrial Hygiene Association Journal**, 35 : 201.

CAMPION, M.A. (1983). Personnel Selection for Physically Demanding Jobs: Review and Recommendations. **Personnel Psychology**, 36 : 527-550.

CAPODAGLIO, P., CAPODAGLIO, E.M., BAZZINI, G. (1997). A Field Methodology for Ergonomic Analysis in Occupational Manual Materials Handling. **Applied Ergonomics**, 28(3) : 203-208.

CARMEAN, G. (1998). Strength Testing. **Occupational Health and Safety**, 67(8) : 96-99.

CATHCART, E.O., RICHARDSON, D.T., CAMPBELL, W. (1923). Maximum Load to be Carried by the Soldier. **Journal of the Royal Army Medical Corps**, 40 : 12-24.

CHAFFIN, D.B. (1974). Human Strength Capability and Low-back Pain. **Journal of Occupational Medicine**, 16 : 248-254.

CHAFFIN, D.B. (1975). **Biomechanics of Manual Materials Handling and Low Back Pain in Occupational Medicine: Principles and Practical Applications**. Chicago : Year Book Medical Publishers, Inc.

CHAFFIN, D.B. (1975). Ergonomics Guide for the Assessment of Human Static Strength. **American Industrial Hygiene Association Journal**, 36 : 505-511.

CHAFFIN, D.B., HERRIN, G.D., KEYSERLING, W.M., GARG, A. (1977). A Method for Evaluating the Biomechanical Stresses resulting from Manual Materials Handling Jobs. **American Industrial Hygiene Association Journal**, 38 : 662-675.

CHAFFIN, D.B., HERRIN, G.D., KEYSERLING, W.M. (1978). Preemployment Strength Testing. **Journal of Occupational Medicine**, 20(6) : 403-408.

CHAVALINITIKUL, C., NOPTEEPKANGWAN, N., KANJANOPAS, F. (1995). Improvement of Lifting Heavy Objects Work. **Journal of Human Ergology**, 24(1): 55-58.

CORBIN, C.B. & LINDSEY, R. (1994). **Concepts of Physical Fitness with Laboratories (8<sup>th</sup> edition)**. Dubuque : Wm. C. Brown Communication, Inc.,.

COX, R.A.F., EDWARDS, F.C., MCCALLUM, R.I. (1995). **Fitness for Work**. New York : Oxford Medical Publications.

CRAIG, B.N., CONGLETON, J.J., KERK, C.J., LAWLER, J.M., MCSWEENEY, K.P. (1998). Correlation of Injury Occurrence Data with Estimated Maximal Aerobic Capacity and Body Composition in a High-frequency Manual Materials Handling Task. **American Industrial Hygiene Association Journal**, 59 : 25-33.

DAVIS, P.O. & STARCK, A.R. (1980). Age vs Fat. **FBI Law Enforcement Bulletin**, 49 : 10-15.

DAVIS, P.O. & STARCK, A.R. (1980). Excess Body Fat – not Age – Viewed as Greater Culprit in Fitness Decline. **Fire Engineering**, 133 : 33-37.

DAVIS, P.O. & DOTSON, C.O. (1987). Job Performance Testing: an Alternative to Age Discrimination. **Medicine and Science in Sport and Exercise**, 19(2) : 179-185.

DE VRIES, H.A. (1986). **Physiology of Exercise for Physical Education and Athletics (4<sup>th</sup> edition)**. Dubuque : WMC Brown Publishers.

DE ZOTTI, R., MOLINARI, S., LARESE, F., BOVENZI, M. (1995). Pre-employment Screening among Trainee Bakers. **Occupational and Environmental Medicine**, 52 : 279-283.

DE ZWART, B.C.H., FRINGS-DRESEN, M.H.W., VAN DIJK, F.J.H. (1995). Physical Workload and the Ageing Worker: A Review of the Literature. **Occupational and Environmental Health**, 68 : 1-12.

DUNNETTE, M.D. (1982). Critical Concepts in the Assessment of Human Capabilities. **Human Performance and Productivity**, 1 : 1-11.

EDGINTON, C.R., HANSON, C.J., EDGINTON, S.R. (1992). **Leisure Programming: Concepts, Trends, and Professional Practice**. Dubuque : Wm. C. Brown Communications, Inc.

**Employment Equity Act, No. 55 of 1998**. Section 5: Items 1, 2 and 4.

ERASMUS, C. (1999). **The Significance of Physical Parameters for Evaluation and Selection of Candidates for the Special Units of the South African Police Service**. Unpublished Masters Thesis. University of Pretoria, Pretoria.

ERASMUS, C. (2003). **Physical Fitness and Law Enforcement: An Impact Study done on the SAPS**. Unpublished Phd Thesis. University of Pretoria, Pretoria.

FINCH, C.F. & OWEN, N. (2001). Injury Prevention and the Promotion of Physical Activity: What is the Nexus? **Journal of Science and Medicine in Sport**, 4 : 77-87.

FINE, S. & CRONSHAW, S. (1999). **Functional Job Analysis: A Foundation for Human Resources Management**. New Jersey : Lawrence Erlbaum Associates.

FLEISHMAN, E.A. (1964). **The Structure and Measurement of Physical Fitness**. New Jersey : Prentice Hall.

FLEISHMAN, E.A. & HOGAN, J.C. (1978). **Taxonomic Method for Assessing the Physical Requirements of Jobs: The Physical Abilities Analysis Approach**. Advanced Research Resources Organisation, Washington DC.

FLEISHMAN, E.A. (1979). Evaluating Physical Ability Required by Jobs. **The Personnel Administrator**, 24 : 82-90.

FOSS, M.L. & KETEVIAN, S.J. (1998). **Fox's Physiological Basis for Exercise and Sport (6<sup>th</sup> edition)**. Boston : McGraw-Hill.

FOX, E.L., BOWERS, R.W., FOSS, M.L. (1993). **The Physiological Basis for Exercise and Sport (5<sup>th</sup> edition)**. Dubuque : Brown & Benchmark, Inc.

FRASER, T.M. (1992). **Fitness for Work**. London : Taylor & Francis.

FRYMOYER, J.W. (1997). **The Adult Spine: Principles and Practice**. Philadelphia : Lippincott-Raven.

FRYMOYER, J.W., POPE, M.H., CLEMENTS, J.H., WILDER, D.G., MACPHERSON, B., ASHIKAGA, T. (1983). Risk Factors in Low Back Pain: An Epidemiological Survey. **The Journal of Bone and Joint Surgery**, 65(2) : 213-218.

GARG, A., CHAFFIN, D.B., HERRIN, G.D. (1978). Prediction of Metabolic Rates for Manual Materials Handling Jobs. **American Industrial Hygiene Association Journal**, 39 : 661-674.

GARG, A., MITAL, A., ASFOUR, S.S. (1980). A Comparison of Isometric Strength and Dynamic Lifting Capability. **Ergonomics**, 23 : 13-27.

GARG, A. & MOORE, J.S. (1992). Prevention Strategies and the Low Back in Industry. **Occupational Medicine**, 7(4) : 629-640.

GREENBERG, J.S., DUNTMAN, G.B., OAKES, B.M. (1995). **Physical Fitness and Wellness**. Boston : Allyn & Bacon.

GREENBERG, S.N. & BELLO, R.P. (1996). The Work Hardening Program and Subsequent Return to Work of a Client with Low Back Pain. **Journal of Orthopaedics, Sports & Physical Therapy**, 24(1) : 37-45.

GRIFFIN, A.B., TROUP, J.D.G., LLOYD, D.C.E.F. (1984). Tests of Lifting and Handling Capacity, their Repeatability and Relationship to Back Symptoms. **Ergonomics**, 27 : 305-320.

GROGAN, J. (1997). **Workplace Law**. Cape Town : Juta,.

GUNDERSON, E.K.E., RAHE, R.H., ARTHUR, R.J. (1972). Prediction of Performance in Stressful Underwater Demolition Training. **Journal of Applied Psychology**, 56 : 430-432.

GUYTON, A.C. (1991). **Textbook of Medical Physiology (8<sup>th</sup> edition)**. Philadelphia : W B. Saunders Company.

HADLER, N.M. (1997). Back Pain in the Work Place: What you lift or How you lift matters far less than Whether you lift or When. **Spine**, 22 : 935-940.

HANKEY, D.L. (2001). Use Employment Screening to Ensure Hiring the Right People. **Maintenance Management**, May : 10-11.

HAYES, T.L., CITERA, M., BRADY, L.M., JENKINS, N.M. (1995). Staffing for Persons with Disabilities: What is “Fair” and “Job Related”? **Public Personnel Management**, 24(4) : 413-427.

HERRIN, G. & CHAFFIN, D.B. (1978). Effectiveness of Strength Testing. **Professional Safety**, 23 : 39-43.

HESSEL, P.A. & ZEISS, E. (1988). Evaluation of the Periodic Examination in the South African Mining Industry. **Journal of Occupational Medicine**, 30(7) : 580-585.

HEYWARD, V.H. (1991). **Advanced Fitness Assessment and Exercise Prescription**. Illinois : Human Kinetics Books.

HOGAN, J.C. & FLEISHMAN, E.A. (1979). An Index of Physical Effort Required in Human Task Performance. **Journal of Applied Psychology**, 64 : 197-204.

HOGAN, J.C., OGDEN, G.D., GEBHARDT, D.L., FLEISHMAN, E.A. (1980). Reliability and Validity of Methods for Evaluating Perceived Physical Effort. **Journal of Applied Psychology**, 65 : 672-679.

HOGAN, J.C. & BERNACKI, E.J. (1981). Developing Job-related Pre-placement Medical Examinations. **Journal of Occupational Medicine**, 23 : 469-475.

HOGAN, J.C. & QUIGLEY, A.M. (1986). Physical Standards for Employment and the Courts. **American Psychologist**, 41(11) : 1193-1217.

HOLDER, I. (1992). Die Moderne Nooddiensbeampte, Keuring en Instandhouding ten opsigte van die Fisieke-, Psigiese-, en Intellektuele Dimensies, asook Spesifieke Aanpassingsgeskiktheid. **Fire & Civil Defence**, March/April : 35-48.



HOUGH, L.M., OSWALD, F.L., PLOYHART, R.E. (2001). Determinants, Detection and Amelioration of Adverse Impact in Personnel Selection Procedures: Issues, Evidence and Lessons Learned. **International Journal of Selection and Assessment**, 9(1 & 2) : 152-165.

HOWELL, D.C. (1992). **Statistical Methods for Psychology (3<sup>rd</sup> edition)**. U.S.A. : Wadsworth, Inc.

HUBBARD, H.F., HUNT, T., KRAUSE, R.D. (1975). Job Related Strength and Agility Tests – A Methodology. **Public Personnel Management**, 4(5) : 5-10.

ISERNHAGEN, S.J. (1995). **Job Analysis, the Comprehensive Guide to Work Injury Management**. Maryland : Aspen Publishers.

JACKSON, A.S. (1994). Preemployment Physical Evaluation. **Exercise and Sport Sciences Reviews**, 22 : 53-90.

JETTE, M., QUENNEVILLE, J., SIDNEY, K. (1992). Fitness Testing and Counselling in Health Promotion. **Canadian Journal of Sport Sciences**, 17(3) : 194-198.

JONES, M.A. & PRIEN, E.P. (1978). A Valid Procedure for Testing the Physical Abilities of Job Applicants. **Personnel Administrator**, 23(9) : 33-38.

KAMON, E., KISER, D., PYTEL, J.L. (1982). Dynamic and Static Lifting Capacity and Muscular Strength of Steelmill Workers. **American Industrial Hygiene Association Journal**, 43 : 853-857.

KARWOWSKI, W. & MITAL, A. (1986). Isometric and Isokinetic Testing of Lifting Strength of Males in Teamwork. **Ergonomics**, 29(7) : 869-878.

KELSH, M.A. & SAHL, J.D. (1996). Sex Differences in Work-related Injury Rates among Electric Utility Workers. **American Journal of Epidemiology**, 143(10) : 1050-1058.

KEYSERLING, W.M., HERRIN, G.D., CHAFFIN, D.B. (1980). Isometric Strength Testing as a Means of Controlling Medical Incidents on Strenuous Jobs. **Journal of Occupational Medicine**, 22 : 332-336.

KEYSERLING, W.M., HERRIN, G.D., CHAFFIN, D.B., ARMSTRONG, T.J., FOSS, M.L. (1980). Establishing an Industrial Strength Testing Program. **American Industrial Hygiene Association Journal**, 41 : 730-736.

KONZ, S. (1979). **Work Design**. Ohio : Grid, Columbus.

KRAUS, H. (1967). Prevention of Low Back Pain. **Journal of Occupational Medicine**, 9 : 555-559.

KROEMER, K.H.E. (1970). Human Strength: Terminology, Measurement, and Interpretation of Data. **Human Factors**, 12 : 297-313.

KROEMER, K.H.E. (1983). An Isoinertial Technique to Assess Individual Lifting Capability. **Human Factors**, 25 : 493-506.

KROEMER, K.H.E. (1985). Testing Individual Capability to Lift Material: Repeatability of a Dynamic Test Compared with Static Testing. **Journal of Safety Research**, 16 : 1-7.

KROEMER, K.H.E., KROEMER, H.B., KROEMER-ELBERT, K.E. (1999). **Ergonomics: How to Design for Ease and Efficiency**. New Jersey : Prentice-Hall, Inc.

KRÜGER, P.E. & JANSEN VAN VUUREN, T.B.R. (1998). **Laboratorium Handleiding vir Endossemente Biokinetika en Sportkunde**. Universiteit van Pretoria, Pretoria.

**Labour Relations Act, No. 66 of 1995**. Schedule 7: Items 2 and 3.

LEAVITT, F. (1992). The Physical Exertion Factor in Compensable Work Injuries: A Hidden Flaw in Previous Research. **Spine**, 17(3) : 307-310.

LEMON, P.W.R. & HERMISTON, R.T. (1977). Human Energy Costs of Fire Fighting Activities. **Journal of Occupational Medicine**, 19 : 558-562.

LUBBE, J. (2001). **Physical Work Capacity Feedback Report: 2001**. South African Electricity Supply Company.

LUBBE, J. (2002). **Physical Work Capacity Feedback Report: 2002**. South African Electricity Supply Company.

LUKES, E.N. & BRATCHER, B.P. (1990). Pre-employment Physical Examinations Report of a Pilot Program. **Journal of the American Association of Occupational Health Nurses**, 38(4) : 174-179.

MAGILL, R.A. (1993). **Motor Learning: Concepts and Applications (4<sup>th</sup> edition)**. Dubuque : Wm. C. Brown Communications, Inc.

MAGNUSSON, M.L., POPE, M.H., WILDER, D.G., ARESKOU, B. (1996). Are Occupational Drivers at an Increased Risk for Developing Musculoskeletal Disorders? **Spine**, 21(6) : 710-717.

MALAN, D.D.J. (1992). **Fisieke Evaluering as Metode van Seleksie voor Indiensneming en Arbeidsplasing met die oog op Verbeterde Produktiwiteit en Verlaagde Beseringsrisiko**. Universiteit vir Christelike Hoër Onderwys, Potchefstroom.

MALAN, D.D.J. & KROON, J. (1992). Die Waarde van Fisieke Seleksie in die Voorkoming van Werksbeserings. **SA Koöp**, Januarie : 11.

MARTINI, F.H. (1995). **Fundamentals of Anatomy & Physiology (3<sup>rd</sup> edition)**. New Jersey : Prentice-Hall, Inc.

MCARDLE, W.D., KATCH, K.I., KATCH, V.L. (1991). **Exercise Physiology: Energy, Nutrition & Human Performance (3<sup>rd</sup> edition)**. U.S.A. : Lea & Febiger.

MCARDLE, W.D., KATCH, K.I., KATCH, V.L. (1996). **Exercise Physiology: Energy, Nutrition & Human Performance (4<sup>th</sup> edition)**. Baltimore : Lippincott, Williams & Wilkins.

MCBURNEY, D.H. (1994). **Research Methods (3<sup>rd</sup> edition)**. California : Brooks/Cole Publishing Company.

MEIER, J.H. (1998). **Fisieke Standaarde vir die indiensneming in die Suid-Afrikaanse Polisie Diens**. Ongepubliseerde D.Phil.-tesis. Universiteit van Pretoria, Pretoria.

MEYER, B.J. & MEIJ, H.S. (1992). **Fisiologie van die Mens: Biochemiese, Fisiese en Fisiologiese Begrippe (3<sup>rd</sup> edition)**. Pretoria : HAUM.

MICHAEL, E.D., HUTTON, K.E., HORVATH, S.M. (1961). Cardio Respiratory Responses during Prolonged Exercise. **Journal of Applied Physiology**, 16 : 997-1000.

MITAL, A. & AYOUB, M.M. (1980). Modeling of Isometric Strength and Lifting Capacity. **Human Factors**, 22 : 285-290.

MITAL, A. & MANIVASAGAN, I. (1982). **Application of a Heuristic Technique in Polymial Identification**. Proceedings of the International Conference on Cybernetics and Society, IEEE Systems, Man and Cybernetics Society: 347-353.

MITAL, A. (1984). Prediction of Human Static and Dynamic Strength by Modified Basic GMDH Algorithym. **IEEE Transactions on Systems, Man, and Cybermetics**, 14 : 773-776.

MITAL, A. & MANIVASAGAN, I. (1984). Development of Non-linear Polynomials in Identifying Human Isometric Strength Behaviour. **International Journal of Computers and Industrial Engineering**, 8 : 1-9.

MITAL, A., AGHAZADEH, F., RAMANAN, S. (1985). Use of Non-linear Polynomials to Predict Human Dynamic Strengths. **International Journal of Computers and Industrial Engineering**, 9 : 371-377.

MITAL, A. & KARWOWSKI, W. (1985). **Use of Simulated Job Dynamic Strength (SJDS) in Screening Workers for Manual Lifting Tasks**. Proceedings of the Human Factors Society 29<sup>th</sup> Annual Meeting: 513-516.

MITAL, A. & PENNATHUR, A. (1999). Musculoskeletal Overexertion Injuries in the United States: Mitigating the Problem through Ergonomics and Engineering Interventions. **Journal of Occupational Rehabilitation**, 9(2) : 115-149.

MOUTON, J. & MARAIS, H.C. (1990). **Basiese Begrippe: Metodologie van die Geesteswetenskappe**. Pretoria-Wes : RGN-Uitgewers.

MYERS, D.C., GEBHARDT, D.L., FLEISHMAN, E.A. (1979). **Development of Physical Performance Standards for Army Jobs**. Advanced Research Resources Organisation, Washington DC.

NEUMAN, W.L. (1997). **Social Research Methods: Qualitative and Quantitative Approaches (3<sup>rd</sup> edition)**. Boston : Allyn & Bacon.

NEWTON, M. & WADDELL, G. (1993). Trunk Strength Testing with Iso-machines. Part 1: Review of a Decade of Scientific Evidence. **Spine**, 18(7) : 801-811.

PARK, K.S. & CHAFFIN, D.B. (1975). Prediction of Load-lifting Limits for Manual Materials Handling. **Professional Safety**, 20(5) : 44-48.

PETROFSKY, J.S. & LIND, A.R. (1975). Ageing, Isometric Strength and Endurance and Cardiovascular Responses to Static Effort. **Journal of Applied Physiology**, 38 : 91-95.

PLOWMAN, S.A. & SMITH, D.L. (1997). **Exercise Physiology for Health, Fitness, and Performance**. Boston : Allyn & Bacon.

POWERS, S.K. & HOWLEY, E.T. (1994). **Exercise Physiology: Theory and Application to Fitness and Performance (2<sup>nd</sup> edition)**. Dubuque : Brown & Benchmark Publ.

POWERS, S.K. & HOWLEY, T.H. (2001). **Exercise Physiology: Theory and Application to Fitness and Performance (4<sup>th</sup> edition)**. New York : McGraw-Hill.

PYTEL, J.L. & KAMON, E. (1981). Dynamic Strength Test as a Predictor for Maximal and Acceptable Lifting. **Ergonomics**, 24 : 663-672.

SHREY, D.E. & LACERTE, M. (1997). **Principles and Practices of Disability Management in Industry**. U.S.A. : G.R. Press, Inc.

SNOOK, S.H., CAMPANELLI, R.A., HART, J.W. (1978). A Study of Three Preventive Approaches to Low-back Injury. **Journal of Occupational Medicine**, 20 : 478-481.

SNOOK, S.H. (1988). Approaches to the Control of Back Pain in Industry: Job Design, Job Placement and Education/Training. **Occupational Medicine: State of the art Reviews**, 3 (January): 1-5.

STRASHEIM, P. (1996). Managing Employee Incapacity in terms of the New Labour Relations Act and Related Legislation. **Occupational Health South Africa**, 2(5) : 27-31.

THEOLOGUS, G.C., ROMASHKO, T., FLEISHMAN, E.A. (1973). Development of a Taxonomy of Human Performance: A Feasibility Study of Ability Dimensions for

Classifying Human Tasks. **JSAS Catalog of Selected Documents in Psychology**, 3 : 25 (Ms. No. 321).

TOEPPEN-SPRIGG, B. (2000). Importance of Job Analysis with Functional Capacity Matching in Medical Case Management: A Physicians Perspective. **Work**, 15(2) : 133-137.

UNWIN, N., THOMSON, R., O'BYRNE, A.M., LAKER, M., ARMSTRONG, H. (1998). Implication of Applying Widely Accepted Cholesterol Screening and Management Guidelines to a British Adult Population: Cross Sectional Study of Cardiovascular Disease and Risk Factors. **British Medical Journal**, 317 : 1125-1129.

VANDER, A.J., SHERMAN, J.H., LUCIANO, D.S. (1990). **Human Physiology: The Mechanics of Body Function (5<sup>th</sup> edition)**. U.S.A. : McGraw-Hill, Inc.

VAN NIFTRIK, J. (1996). Disability Management in South Africa. **Occupational Health South Africa**, 2(3) : 14-21.

VIDEMAN, T. & BARTIE, M.C. (1999). The Influence of Occupation on Lumbar Degeneration. **Spine**, 24 : 1164-1168.

VOLINN, E. (1999). Do Work Place Interventions Prevent Low Back Disorders? If so, Why? A Methodologic Commentary. **Ergonomics**, 42 : 258-272.

WADDELL, G. (1998). **The Back Pain Revolution**. Edinburgh : Churchill-Livingstone.

WADDELL, G. & BURTON, A.K. (2001). Occupational Health Guidelines for the Management of Low Back Pain at Work: Evidence Review. **Occupational Medicine**, 51(2) : 124-135.

WASHBURN, R.A. & SAFRIT, M.J. (1982). Physical Performance Tests in Job Selection: A Model for Empirical Validation. **Research Quarterly for Exercise and Sport**, 53(3) : 267-270.

YU, T., ROHT, L.H., WISE, R.A., KILIAN, D.J., WEIR, F.W. (1984). Low Back Pain in Industry: An Old Problem Revisited. **Journal of Occupational Medicine**, 26(7): 517-524.