

REFERENCES

- Amiot, C.E., Terry, D.J. & Jimmieson, N.L. 2006. A longitudinal investigation of coping processes during a merger: implications for job satisfaction and organizational identification. *Journal of Management*, 32(4), 552-574.
- Ano, G.G. & Vasconcelles, E.B. 2005. Religious coping and psychological adjustment to stress: a meta-analysis. *Journal of Clinical Psychology*, 61(4), 461-480.
- Archer, E. 2009. *Short course: Research design for computer aided qualitative data analysis*. University of Pretoria, 26 June. Pretoria.
- Armstrong-Stassen, M. 2006. Determinants of how managers cope with organisational downsizing. *Applied Psychology: An International Review*, 55(1), 1-26.
- Ashmos, D.P. & Duchon, D. 2000. Spirituality at work. *Journal of Management Inquiry*, 9(2), 134.
- Babbie, E. 2007. *The practice of social research*. 11th ed. Balmont, CA: Thompson Wadsworth.
- Bakker, A.B. & Schaufeli, W.B. 2008. Positive organizational behavior: engaged employees in flourishing organizations. *Journal of Organizational Behavior*, 29(2), 147-154.
- Bandura, A., Cioffi, D., Taylor, C.B.A. & Brouillard, M.E. 1988. Perceived self-efficacy in coping with cognitive stressors and opioid activation. *Journal of Personality and Social Psychology*, 55(3), 479-488.
- Bandura, A., Taylor, C.B., Williams, S.L., Mefford, I.N. & Barchas, J.D. 1985. Catecholamine secretion as a function of perceived coping self-efficacy. *Journal of Consulting and Clinical Psychology*, 53(3), 406-414.
- Bänziger, S., Van Uden, M. & Janssen, J. 2008. Praying and coping: the relation between varieties of praying and religious coping styles. *Mental Health, Religion & Culture*, 11(1), 101-118.

- Barbour, R. 2001. Checklists for improving rigour in qualitative research: a case of the tail wagging the dog? *British Medical Journal*, 322, 1115-1117.
- Baron, R.A. 1986. *Behavior in organizations: understanding and managing the human side of work*. 2nd ed. Boston, MA: Allyn and Bacon.
- Bidwell, M., Francis, J., Johnson, G., Otuteye, G. & Powell, K. 2009. Leadership perspectives: staying up during a downturn. *Franchising World*, 41(1), 36-41.
- Boeije, H. 2010. *Analysis in qualitative research*. Los Angeles: Sage.
- Bryant, A. & Charmaz, K. 2007. Introduction. Grounded theory research: methods and practices. In Bryant, A. & Charmaz, K. (eds) *The Sage handbook of grounded theory* (pp.1-28). Los Angeles: Sage.
- Buchanan, D. & Bryman, A. 2007. Contextualizing methods choice in organizational research. *Organisational Research Methods*, 10(3), 483-501.
- Burden, F.J. 2006. The development of an organizational redesign model: a South African case study. Unpublished doctoral thesis. Johannesburg: University of Johannesburg.
- Cartwright, S. & Cooper, C.L. 1997. *Managing workplace stress*. London: Sage.
- Charmaz, K. 2006. *Constructing grounded theory: a practical guide through qualitative analysis*. London: Sage.
- Chu-Hui-Lin Chi, G. 2007. The role of hope in patients with cancer. *Oncology Nursing Forum*, 34(2), 415-424.
- Conger, J.A. 1998. Qualitative research as the cornerstone methodology for understanding leadership. *Leadership Quarterly*, 9(1), 107-121.
- Connor-Smith, J.K. & Flachsbart, C. 2007. Relations between personality and coping: a meta-analysis. *Journal of Personality & Social Psychology*, 93(6), 1080-1107.

Contas, M. 1992. Qualitative analysis as a public event: the documentation of category development procedures. *American Educational Research Journal*, 29(2), 253-266.

Cooper, C.L. 1984. Executive stress: a ten-country comparison. *Human Resource Management*, 23(4), 395-407.

Cooper, C.L., Dewe, P. & O'Driscoll, M.P. 2001. *Organizational stress: a review and critique of theory, research, and applications*. London: Sage.

Costa, A.L. & Kallick, B. 1993. Through the lens of a critical friend. *Educational Leadership*, 51(2), 49-51.

Coyne, J.C. & Racioppo, M.W. 2000. Never the twain shall meet? Closing the gap between coping research and clinical intervention research. *American Psychologist*, 55(6), 655-664.

Creswell, J.W. & Miller, D.L. 2000. Determining the validity in qualitative inquiry. *Theory into Practice*, 39(3), Getting Good Qualitative Data to Improve Educational Practice (Summer), 124-130.

David, M. 2001. Leadership during an economic slowdown. *Journal for Quality & Participation*, 24(3), 40-43.

Dent, E.B., Higgins, M.E. & Wharff, D.M. 2005. Spirituality and leadership: an empirical review of definitions, distinctions, and embedded assumptions. *Leadership Quarterly*, 16(5), 625-653.

Dorsett, P. 2010. The importance of hope in coping with severe acquired disability. *Australian Social Work*, 63(1), 83-102.

Duchon, D. & Plowman, D.A. 2005. Nurturing the spirit at work: impact on work unit performance. *Leadership Quarterly*, 16(5), 807-833.

- Duchscher, J.E.B. & Morgan, D. 2004. Grounded theory: reflections on the emergence vs. forcing debate. *Journal of Advanced Nursing*, 48(6), Dec, 605-612.
- Dunahoo, C.L. , Hobfoll, S.E., Monnier, J., Hulsizer, M.R. & Johnson, R. 1998. There's more than rugged individualism in coping. *Anxiety, Stress & Coping*, 11(2), 137.
- Evered, R. & Louis, M. 1981. Alternative perspectives in organizational sciences: 'Inquiry from the Inside' and 'Inquiry from the Outside'. *Academy of Management Review*, 6(3), 385-395.
- Flick, U. 2007a. *Designing qualitative research*. London: Sage.
- Flick, U. 2007b. *Managing quality in qualitative research*. London: Sage.
- Folkman, S. & Lazarus, R.S. 1980. An analysis of coping in a middle-aged community sample. *Journal of Health & Social Behavior*, 21(3), 219-239.
- Folkman, S. & Moskowitz, J.T. 2004. Coping: pitfalls and promise. *Annual Review of Psychology*, 55(1), 745-774.
- Folkman, S. 2008. The case for positive emotions in the stress process. *Anxiety, Stress & Coping*, 21(1), 3-14.
- Fry, L.W. 2003. Toward a theory of spiritual leadership. *Leadership Quarterly*, 14(6), 693-727.
- Furnham, A. 2005. *The psychology of behaviour at work: the individual in the organization*. Hove, New York: Psychology Press.
- Gandossy, R., Donohue, J. & Fourmy, R. 2009. Managing in a downturn. *Leadership Excellence*, 26(5), 11.
- Garcia-Zamor, J. 2003. Workplace spirituality and organizational performance. *Public Administration Review*, 63(3), 355-363.

- George, J.M., Brief, A.P. & Webster, J. 1991. Organizationally intended and unintended coping: the case of an incentive compensation plan. *Journal of Occupational Psychology*, 64(3), 193-205.
- Giacalone, C.L. & Jurkiewicz, C. 2003. Right from wrong: The influence of spirituality on perceptions of unethical business practices. *Journal of Business Ethics*, 46(1), 85-97.
- Gibbs, G. 2007. *Analyzing qualitative data*. London: Sage.
- Glaser, B. & Strauss, A. 1967. *The discovery of grounded theory*, New York: Aldine de Gruyter.
- Graham, S., Furr, S., Flowers, C. & Burke, M.T. 2001. Religion and spirituality in coping with stress. *Counseling & Values*, 46(1), 2-13.
- Greenberg, J. & Baron, R.A. 2008. *Behavior in organizations*. 9th ed. Upper Saddle River, NJ: Prentice Hall.
- Guba, E. & Lincoln, Y. 1989. *Fourth generation evaluation*. Newbury Park, CA: Sage.
- Guba, E. & Lincoln, Y. 1994. Competing paradigms in qualitative research. In Denzin, N.K. & Lincoln, Y.S. (eds) *Handbook of qualitative research* (pp. 105-117). Thousand Oaks, CA: Sage.
- Hall, M. 2008. CAQDAS: Computer aided qualitative data analysis. In Thorpe, R. & Holt, R. (eds) *The Sage dictionary of qualitative management research* (pp.36-38). London: Sage.
- Harrington, W.J., Preziosi, R.C. & Gooden, D.J. 2001. Perceptions of workplace spirituality among professionals and executives. *Employee Responsibilities & Rights Journal*, 13(3), 155-163.

- Hatchett, G.T. & Park, H.L. 2004. Relationships among optimism, coping styles, psychopathology, and counseling outcome. *Personality & Individual Differences*, 36(8), 1755-1769.
- Henning, E. 2004. *Finding your way in qualitative research*. Pretoria: Van Schaik.
- Henwood, K. & Pidgeon, N. 1994. Beyond the qualitative paradigm: a framework for introducing diversity within qualitative psychology. *Journal of Community & Applied Social Psychology*, 4(4), 225-238.
- Hesse-Biber, S. 2007. Teaching grounded theory. In A. Bryant & K. Charmaz (eds) *The Sage handbook of grounded theory* (pp.311-338). Los Angeles: Sage.
- Hicks, D.A. 2002. Spiritual and religious diversity in the workplace: implications for leadership. *Leadership Quarterly*, 13(4), 379-396.
- Hobfoll, S.E. & Dunahoo, C.L. 1994. Gender and coping: the dual axis model of coping. *American Journal of Community Psychology*, 22(1), 49-82.
- Hobfoll, S.E., Schwarzer, R. & Chon, K.K. 1998. Disentangling the stress labyrinth: interpreting the meaning of the term stress as it is studied in health context. *Anxiety, Stress & Coping*, 11(3), 181-212.
- Holton, J.A. 2007. The coding process and its challenges. In Bryant, A. & Charmaz, K. eds. *The Sage handbook of grounded theory*. Los Angeles: Sage.
- International Monetary Fund. 2009. *World economic outlook: crisis and recovery*. April. Washington, DC: International Monetary Fund Publication Services.
- Iwanaga, M., Yokoyama, H. & Seiwa, H. 2004. Coping availability and stress reduction for optimistic and pessimistic individuals. *Personality & Individual Differences*, 36(1), 11-22.

- Iwasaki, Y., MacKay, K. & Mactavish, J. 2005. Gender-based analyses of coping with stress among professional managers: leisure coping and non-leisure coping. *Journal of Leisure Research*, 37(1), 1-28.
- Jones, G.R. & George, J.M. 2003. *Contemporary Management*. 3rd ed. Boston, MA: Irwin/McGraw-Hill.
- Judge, T.A., Thoresen, C.J., Pucik, V. & Welbourne, T. 1999. Managerial coping with organizational change: a dispositional perspective. *Journal of Applied Psychology*, 84(1), 107-122.
- Kahn, B. 2009. South Africa's policy may offset the financial downturn. Development Outreach – World Bank Institute. December 2009. [Online] Available from: <http://wbi.worldbank.org/wbi/devoutreach/article/260/south-africa%E2%80%99s-policy-responses-effects-global-financial-crisis>. [Accessed: 2010-03-07].
- Koslowsky, M. 1998. *Modelling the stress-strain relationship in work settings*. London: Routledge.
- Kreitner, R. & Kinicki, A. 2007. *Organizational behavior*. 7th ed. New York: McGraw-Hill/Irwin.
- Kreitner, R. 2004. *Management*. 9th ed. Boston, MA: Houghton Mifflin.
- Lämsisalmi, H., Peiró, J.M. & Kivimaki, M. 2000. Collective stress and coping in the context of organizational culture. *European Journal of Work & Organizational Psychology*, 9(4), 527-559.
- Latack, J.C., Kinicki, A.J. & Prussia, G.E. 1995. An integrative process model of coping with job loss. *Academy of Management Review*, 20(2), 311-342.
- Lawrence, A.R. & Schigelone, A.R.S. 2002. Reciprocity beyond dyadic relationships: aging-related communal coping. *Research on Aging*, 24(6), 684-704

- Lazarus, R. & Folkman, S. 1984. *Stress, appraisal and coping*. New York: Springer.
- Lazarus, R.S. 1999. Hope: an emotion and a vital coping resource against despair. *Social Research*, 66(2), 653-678.
- Lazarus, R.S. 2000. Toward better research on stress and coping. *American Psychologist*, 55(6), 665-673.
- Leedy, P.D. & Ormrod, J.E. 2005. *Practical research: planning and design*. 8th ed. Upper Saddle River, NJ: Pearson/Merrill Prentice Hall.
- Lincoln, Y. & Guba, E. 1985. *Naturalistic inquiry*. London: Sage.
- Locke, K. 2001. *Grounded theory in management research*. London: Sage.
- Locke, K. 2007. Rational control and irrational free-play: dual-thinking modes as necessary tension in grounded theorizing. In Bryant, A. & Charmaz, K. (eds) *The Sage handbook of grounded theory* (pp.565-579). Los Angeles: Sage.
- Luthans, F. & Jensen, S.M. 2002. Hope: a new positive strength for human resource development. *Human Resource Development Review*, 1(3), 304-322.
- Luthans, F. 2002a. Positive organizational behavior: developing and managing psychological strengths. *Academy of Management Executive*, 16(1), 57-72.
- Luthans, F. 2002b. The need for and meaning of positive organizational behavior. *Journal of Organizational Behavior*, 23(6), 695-706.
- Luthans, F., Van Wyk, R. & Walumbwa, F.O. 2004. Recognition and development of hope for South African organizational leaders. *Leadership & Organization Development Journal*, 25(6), 512-527.
- Luthans, F., Youssef, C.M. & Avolio, B.J. 2007. *Psychological capital: developing the human competitive edge*. New York: Oxford University Press.
- Lyden, F.J. 1969. Review: systems theory in the world of management. *Public Administration Review*, 29(2), 215-218.

- Lynch, R. 2000. *Corporate strategy*. 2nd ed. New York: Prentice Hall.
- Lyons, R.F., Mickelson, K.D., Sullivan, M.J. & Coyne, J.C. 1998. Coping as a communal process. *Journal of Social & Personal Relationships*, 15(5), 579-605.
- Marais, H. 2010. *The impact of the global recession on South Africa*. [Online] Available from: <http://www.amandlapublishers.co.za/home-menu-item/156-the-impact-of-the-global-recession-on-south-africa>. [Accessed: 2010-04-03].
- Marin, T.J., Holtzman, S., DeLongis, A. & Robinson, L. 2007. Coping and the response of others. *Journal of Social & Personal Relationships*, 24(6), 951-969.
- Marques, J., Dhiman, S. & King, R. 2005. Spirituality in the workplace: developing an integral model and a comprehensive definition. *Journal of American Academy of Business, Cambridge*, 7(1), 81-91.
- Mason, J. 2002. Qualitative interviewing: Asking, listening and interpreting. In T. May (ed) *Qualitative research in action*. (pp.225-241) London: Sage.
- Masten, A. & Reed, J. 2002. Resilience in development. In C.R. Snyder, S.J. Lopez (eds) *Handbook of Psychology* (pp.74-88). New York: Oxford University Press.
- Maxwell, J.A. 2005. *Qualitative research design: an interactive approach*. Thousand Oaks, CA: Sage.
- McCormick, D.W. 1994. Spirituality and management. *Journal of Managerial Psychology*, 9(6), 5-8.
- McShane, S.L. & Von Glinow, M.A.Y. 2005. *Organizational behavior: emerging realities for the workplace revolution*. 3rd ed. New York: Irwin/McGraw-Hill.
- Miles, M.B. & Huberman, A.M. 1984. Drawing valid meaning from qualitative data: toward a shared craft. *Educational Researcher*, 13(5), 20-30.
- Mitroff, I.I. & Denton, E.A. 1999. A study of spirituality in the workplace. *Sloan Management Review*, 40(4), 83-92.

- Mohr, P. & Fourie, L. 1996. *Ekonomie vir Suid-Afrikaanse studente*. Pretoria: Van Schaik.
- Molinsky, A. & Margolis, J. 2005. Necessary evils and interpersonal sensitivity in organizations. *Academy of Management Review*, 30(2), 245-268.
- Monnier, J., Hobfoll, S.E., Dunahoo, C.L., Hulsizer, M.R. & Johnson, R. 1998. There's more than rugged individualism in coping. Part 2: construct validity and further model testing. *Anxiety, Stress & Coping*, 11(3), 247-272.
- Mouton, J. 2001. *How to succeed in your master's and doctoral studies*. Pretoria: Van Schaik.
- Mouton, J. & Marais, H.C. 1988. *Basic concepts in the methodology of the social sciences*. Pretoria: HSRC.
- Muhonen, T. & Torkelson, E. 2008. Collective and individualistic coping with stress at work. *Psychological Reports*, 103(2), 450-458.
- Nadler, M. & Spencer, J. 2009. Leading in a crisis. *Leadership Excellence*, 26(3), 16.
- Naiman, S. 2009. Generating positive energy in the workplace during hard times. *Employment Relations Today*, 36(1), 49-55.
- Nes, L.S. & Segerstrom, S.C. 2006. Dispositional optimism and coping: a meta-analytic review. *Personality & Social Psychology Review*, 10(3), 235-251.
- New York Times*. 2010. Lehman Brothers Holdings Inc. 28 May. [Online] Available from:
http://topics.nytimes.com/top/news/business/companies/lehman_brothers_holdings_inc/index.html. [Accessed: 2010-06-09].
- Newstrom, J.W. & Davis, K. 2002. *Organizational behaviour: human behavior at work*. 11th ed. New York: McGraw Hill.

- O'Brien, T.B. & DeLongis, A. 1996. The interactional context of problem-, emotion-, and relationship-focused coping: the role of the Big Five personality factors. *Journal of Personality*, 64(4), 775-813.
- Olson, D.A. & Tetrick, L. 1988. Organizational restructuring: the impact on role perceptions, work relationships, and satisfaction. *Group & Organization Studies*, 13(3), 374-388.
- Pargament, K.I., Koenig, H.G. & Perez, L.M. 2000. The many methods of religious coping: development and initial validation of the RCOPE. *Journal of Clinical Psychology*, 56(4), 519-543.
- Pargament, K.I., Smith, B.W., Koenig, H.G. & Perez, L. 1998. Patterns of positive and negative religious coping with major life stressors. *Journal for the Scientific Study of Religion*, 37(4), 710-724.
- Pargament, K.I., Zinnbauer, B.J., Scott, A.B., Butter, E.M., Zerowin, J. & Stanik, P. 1998. Red flags and religious coping: identifying some religious warning signs among people in crisis. *Journal of Clinical Psychology*, 54(1), 77-89.
- PinaeCunha, M., Rego, A. & D'Oliveira, T. 2006. Organizational spiritualities: an ideology-based typology. *Business and Society*, 45(2), 211-234.
- Pisanti, R., Lombardo, C., Lucidi, F., Lazzari, D. & Bertini, M. 2008. Development and validation of a brief occupational coping self-efficacy questionnaire for nurses. *Journal of Advanced Nursing*, 62(2), 238-247.
- Plack, M. 2005. Human nature and research paradigms: theory meets Physical Therapy practice. *Qualitative Report*, 10(2), 223-245.
- Potter, W. 1996. *An analysis of thinking and research about qualitative methods*. City?, NJ: Lawrence Erlbaum.
- Raghavan, A. 2009. The economic downturn: coping strategies and the way forward. *Vikalpa: the Journal for Decision Makers*, 34(3), 67-71.

- Reichertz, J. 2007. Abduction: the logic of discovery of grounded theory. In Bryant, A. & Charmaz, K. (eds) *The Sage handbook of grounded theory* (pp.214-228). Los Angeles: Sage.
- Richards, L. & Morse, J. 2007. *User's guide to qualitative methods*. 2nd ed. London: Sage.
- Robbins, S.P. 2001. *Organizational behavior*. 9th ed. Upper Saddle River, NJ: Prentice Hall.
- Robinson, O. & Griffiths, A. 2005. Coping with the stress of transformational change in a government department. *Journal of Applied Behavioral Science*, 41(2), 204-221.
- Ross, K., Handal, P.J., Clark, E.M. & Vander Wal, J.S. 2008. The relationship between religion and religious coping: religious coping as a moderator between religion and adjustment. *Journal of Religion and Health*, 48(4), 454-467.
- Sarros, J. & Santora, J. 1994. Successful CEOs in tough economic times. *International Journal of Career Management*, 6(4), 14-21.
- Saunders, M., Lewis, P. & Thornhill, A. 2007. *Research methods for business students*. 4th ed. Harlow: Financial Times/Prentice Hall.
- Scheck, C.L. & Kinicki, A.J. 2000. Identifying the antecedents of coping with an organizational acquisition: a structural assessment. *Journal of Organizational Behavior*, 21(6), 627-648.
- Schermerhorn, J.R., Osborn, R. & Hunt, J.G. 2005. *Organizational behavior*. 9th ed. New York: Wiley.
- Schurink, W. 2004. *Lecture 10: Data Analysis*. University of Johannesburg, 27-28 February. Johannesburg.

- Schwandt, T.A. 1994. Constructivist, interpretivist approaches to human inquiry. In Denzin, N.K. & Lincoln, Y.S. (eds) *Handbook of qualitative research* (pp.118-137). Thousand Oaks, CA: Sage.
- Sciarra, D. 1999. The role of the qualitative researcher. In Kopala, M. & Suzuki, L. (eds) *Using qualitative methods in psychology* (pp.37-48). Thousand Oaks CA: Sage.
- Seligman, M.E.P. 1998. *Learned optimism*. New York: Pocket Books.
- Shabangu, S. 2009. Department of Minerals and Energy budget vote speech by Ms Susan Shubangu, Minister of Mineral Resources on 23 June. [Online] Available from: <http://www.pmg.org.za/briefing/20090623-mining-ministers-budget-speech> [Accessed: 2009-02-07].
- Shan, S. & Corley, K. 2006. Building better theory by bridging the quantitative-qualitative divide. *Journal of Management Studies*, 43(8), 1821-1835.
- Shani, A.B. & Lau, J.B. 2000. *Behavior in organizations: an experiential approach*. 7th ed. Boston, MA: Irwin/McGraw-Hill.
- Sheep, M. L. (2004). Nailing down gossamer: A valid measure of the person-organization fit of workplace spirituality. In Nagao, D.H. (ed.), Best paper proceedings of the sixty-third annual meeting of the Academy of Management [CD], New Orleans, 2004, B1-B6.
- Silverman, D. 2005. *Doing qualitative research*. 2nd ed. London: Sage.
- Skinner, E.A. , Edge, K., Altman, J. & Sherwood, H. 2003. Searching for the structure of coping: a review and critique of category systems for classifying ways of coping. *Psychological Bulletin*, 129(2), 216-269.
- Snape, D. & Spencer, L. 2003. The foundations of qualitative research. In Ritchie, J. & Lewis, J. (eds) *Qualitative research practice* (pp.1-23). London: Sage.

- Snyder, C., Rand, K. & Sigmon, D. 2005. Hope Theory: a member of the Positive Psychology family. In Snyder, C.R. & López, S.J. (eds) *Handbook of Positive Psychology* (pp.257-276). New York: Oxford University Press.
- Snyder, C.R. 1995. Conceptualizing, measuring, and nurturing hope. *Journal of Counseling & Development*, 73(3), 355-360.
- Somerfield, M.R. & McCrae, R.R. 2000. Stress and coping research: methodological challenges, theoretical advances, and clinical applications. *American Psychologist*, 55(6), 620-625.
- Southern African Resource Watch. 2009. *Impact of the global financial crisis on mining in Southern Africa*. Johannesburg: Southern African Resource Watch.
- Statistics South Africa. 2009. *Mining: production and sales. Statistical Release P2041*. May. Pretoria: Statistics South Africa.
- Statistics South Africa. 2010a. *Gross domestic product: Fact Sheet 1, 2009. Statistical Release P0441*. 23 February. Pretoria: Statistics South Africa.
- Statistics South Africa. 2010b. *Gross domestic product – fourth quarter: 2009. Statistical Release P0441*. 23 February. Pretoria: Statistics South Africa.
- Statistics South Africa. 2010c. *Mining: production and sales (preliminary). Statistical Release P2041*. February. Pretoria: Statistics South Africa.
- Stern, P. 2007. On solid ground: Essential properties for growing grounded theory. In Bryant, A. & Charmaz, K. (eds) *The Sage handbook of grounded theory* (pp.114-126). Los Angeles: Sage.
- Strauss, A. & Corbin, J. 1998. *Basics of qualitative research*. 2nd ed. London: Sage.
- Strümpfer, D. 2003. Resilience and burnout: a stitch that could save nine. *South African Journal of Psychology*, 33(2), 69-79.

- Strutton, D. & Lumpkin, J.T. 1993. The relationship between optimism and coping styles of salespeople. *Journal of Personal Selling & Sales Management*, 13(2), 71-82.
- Sutton, R.I. 2009. How to be a good boss in a bad economy. *Harvard Business Review*, 87(6), 42-50.
- Torkelson, E. & Muhonen, T. 2004. The role of gender and job level in coping with occupational stress. *Work & Stress*, 18(3), 267-274.
- Tugade, M.M. & Fredrickson, B.L. 2004. Resilient individuals use positive emotions to bounce back from negative emotional experiences. *Journal of Personality & Social Psychology*, 86(2), 320-333.
- Urquhart, C. 2007. The evolving nature of grounded theory method: the case of the information systems discipline. In Bryant, A. & Charmaz, K. (eds) *The Sage handbook of grounded theory* (pp. 339-362). Los Angeles: Sage.
- Van der Walt, F. 2008. The relationship between spirituality and job satisfaction. [Online] Available from: <http://upetd.up.ac.za/thesis/available/etd-11222007-132414/> [Accessed 2008-11-04].
- Vecchio, R.P. 1995. *Organizational behavior*. 3rd ed. Fort Worth, TX: Dryden.
- Voce, A. 2004. *Study guide for qualitative research: introduction to research paradigms*. Durban: Department of Family Medicine, University of Kwazulu-Natal.
- Von Bertalanffy, L. 1950. An outline of general system theory. *British Journal for the Philosophy of Science*, 1(2), 134-165.
- Wait, M. 2010. *BEE and gender equity moves sideways as mining industry slows*. [Online] Available from: <http://www.miningweekly.com/article/bee-and-gender-equity-move-sideways-as-mining-industry-slows-2010-04-09>. [Accessed: 2010-05-10].



Wright, B. & Barling, J. 1998. 'The executioners' song': Listening to downsizers reflect on their experiences. *Canadian Journal of Administrative Sciences*, 15(4), 339.354.

Appendix A: Example of an institution's informed consent form



Faculty of Economic and
Management Sciences
**Department of Human
Resource Management**

Informed consent for organisation to participation in an academic research study

Dept. of Human Resource Management

Coping strategies for leaders during an economic downturn

Research conducted by:

Ms. M. van Zyl (28470924)

Cell: 082 928 3022

Dear **Example representative**

Selected individuals from **XXX** are invited to participate in an academic research study conducted by Marlise van Zyl, Doctoral student from the Department of Human Resource Management at the University of Pretoria.

The purpose of the study is to understand how mining leaders cope during an economic downturn.



Please note the following:

- 1) This study involves personal interviews as part of a qualitative study. Responses in this study will be treated as strictly confidential, and no individual or their company will be identified based on their responses.
 - a) Participating mining houses will be listed in the sampling section of the study. However, respondents' identities and mine affiliation will be treated as confidential to ensure that neither the specific individual nor their specific organisation can be identified based on their responses.
 - b) Any information that could link a respondent to a specific mine shall not be utilised in this study.
 - c) No confidential mine related information that might come about during the interview shall be utilised in this study.
- 2) Your organisation's participation in this study is very important to us. Your organisation may, however, choose not to participate you may also stop participating at any time without any negative consequences.
- 3) I am requesting the following assistance from your organisation:
 - a) A Personal interviews lasting +/- 2 hours each with 2 individuals in your company.
- 4) The results of the study will be used for academic purposes only and may be published in an academic journal. I will provide you or your organisation with a summary of my findings on request in accordance with the confidentiality agreement stated in paragraph (1) above.
- 5) Please contact my study leader, Prof Yvonne du Plessis at Yvonne.duPlessis@up.ac.za or 083 305 6227 if you have any questions or comments regarding the study.
- 6) Also feel free to contact me at marlise.vanzyl@gijima.com or 082 928 3022 should you have any questions or concerns.

Please sign the form to indicate that:

- You have read and understand the information provided above.
- You are authorized to give consent for individuals from **XXX** to participate in the study on a voluntary basis.
- You give consent for individuals from **XXX** to participate in the study on a voluntary basis.

Authorized representative's signature

Date

Appendix B: Example of an individual's informed consent form



Faculty of Economic and
Management Sciences
**Department of Human
Resource Management**

Informed consent for participation in an academic research study

Dept. of Human Resource Management

Coping strategies for leaders during an economic downturn

Research conducted by:

Ms. M. van Zyl (28470924)

Cell: 082 928 3022

Dear **Example respondent**

You are invited to participate in an academic research study conducted by Marlise van Zyl, Doctoral student from the Department of Human Resource Management at the University of Pretoria.

The purpose of the study is to understand how mining leaders cope during an economic downturn.



Please note the following:

- 7) This study involves personal interviews as part of a qualitative study. Responses in this study will be treated as strictly confidential, and no individual or their company will be identified based on their responses.
 - a) Participating mining houses will be listed in the sampling section of the study. However, respondents' identities and mine affiliation will be treated as confidential to ensure that neither the specific individual nor their specific organisation can be identified based on their responses.
 - b) Any information that could link a respondent to a specific mine shall not be utilised in this study.
 - c) No confidential mine related information that might come about during the interview shall be utilised in this study.
- 8) Your participation in this study is very important to us. You may, however, choose not to participate you may also stop participating at any time without any negative consequences.
- 9) I am requesting the following participation from you:
 - a) A Personal interviews lasting +/- 2 hours each.
- 10) The results of the study will be used for academic purposes only and may be published in an academic journal. I will provide you or your organisation with a summary of my findings on request in accordance with the confidentiality agreement stated in paragraph (1) above.
- 11) Please contact my study leader, Prof Yvonne du Plessis at Yvonne.duPlessis@up.ac.za or 083 305 6227 if you have any questions or comments regarding the study.
- 12) Also feel free to contact me at marlise.vanzyl@gijima.com or 082 928 3022 should you have any questions or concerns.

Please sign the form to indicate that:

- You have read and understand the information provided above.
- You give your consent to participate in the study on a voluntary basis.

Respondent's signature

Date