Article type and classification:

General paper – empirical research report: quantitative

Author 1: Freda van der Walt

Central University of Technology, Free State

PO Box 1881, Welkom, 9459

Tel.: 057 910 3617

Email: [fvdwalt@cut.ac.za](mailto:fvdwalt@cut.ac.za)

(corresponding author)

Author 2: Ntomzodwa Caroline Zwede

Central University of Technology, Free State

PO Box 1881, Welkom, 9459

Tel.: 057 910 3500

Email: [nczwede@cut.ac.za](mailto:nczwede@cut.ac.za)

Freda van der Walt holds a PhD from the University of Pretoria. She is a lecturer at Central University of Technology Free State and is a registered Industrial Psychologist. Freda teaches various modules in Human Resources and has successfully supervised a number of post-graduate students. Her focus areas are workplace values, workplace ethics, spirituality and religion.

Ntomzodwa Caroline Zwede recently completed her Master’s degree in Human Resources Management at the Central University of Technology, Free State. She is a part-time lecturer at the Central University of Technology, Free State and enrolled for an Intern programme in Human Resource Management at Tsogo Sun. Her focus areas are workplace values, generational differences and workplace ethics.