

CURRICULUM VITAE 2024



PERSONAL DETAILS

<i>Full names:</i>	Gerhard Hendrik
<i>Surname:</i>	Rabie
<i>Date of birth:</i>	19 April 1973
<i>Nationality:</i>	South African
<i>First Language</i>	Afrikaans
<i>Second Language</i>	English
<i>Marital Status:</i>	Married
<i>Age:</i>	51
<i>Employer:</i>	North-West University (Potchefstroom Campus)
<i>Appointment:</i>	Senior Lecturer
<i>Years in current post:</i>	18
<i>Work address:</i>	North-West University Potchefstroom Campus 11 Hoffman Street Potchefstroom 2531
<i>Telephone:</i>	(018) 299-1395
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TERTIARY TRAINING

University (2015 to 2018)	North-West University (Potchefstroom Campus)
Degree (conferred in May 2019):	PhD in Industrial Psychology
University (2004 to 2005):	North-West University (Potchefstroom)
Degree:	MA Industrial Psychology
University (1999 to 2002):	University of South Africa (UNISA)
Degree completed:	BA Hons in Industrial Psychology
University (1995 to 1998):	Stellenbosch
Faculty:	Military Science
Degree completed:	BMill Management Sciences

REGISTRATION WITH PROFESSIONAL BOARDS AND SOCIETIES

Health Professions Council of South Africa (HPCSA) (Category: Industrial Psychology)

Society for Industrial Organisational Psychology South Africa (SIOPSA)

SUMMARY OF WORK EXPERIENCE

North-West University: September 2006 to 2024

Appointment: Senior Lecturer (School for Industrial Psychology and Human Resource Management)

Programme Leader 2015-2020: BCom & BA Industrial Psychology and Labour Relations
BCom & BA Hons Industrial Psychology
MCom & MA Industrial Psychology

Programme Leader 2015-2016: BCom Industrial Psychology and Labour Relations
Hons BCom and BA Industrial Psychology
MCom and MA Industrial Psychology

Programme leader 2006-2014: BCom Industrial Psychology and Labour Relations
BCom Human Resource Management
Hons BCom and BA Industrial Psychology
Hons BCom and BA Human Resource Management

External programme evaluations (EPE) : 2007 HPCSA: Academic programmes accredited
2007 SABPP: Academic programmes accredited
2011 HPCSA: Academic programmes accredited
2011 SABPP: Academic programmes accredited
2019 Preparatory EPE for HPCSA evaluation

Selection honours and masters' students:

2006-2021: As programme leader I was involved with the selections of honours and masters' students.

2020 was unique in the sense that we conducted the selections online for the first time in the history of the NWU School of Industrial Psychology and Human Resource Management.

Undergraduate modules presented:	1 st Years:	Diversity Management
	3 rd Years:	Organisational Psychology (Full-time)
	3 rd Years:	Organisational Psychology (Open Distance Learning)

Honours modules presented:	Human Capacity Building
	Organisational Development

Supervisor for Master's students:

Student 22946462 A. Oosthuizen (Degree obtained 2017):

- Investigating cyberloafing organisational justice, work engagement and organisational trust of South African retail and manufacturing employees.

Student 22122249 M. Dinkelmann (Degree obtained 2019):

- Exploring a perceived competency profile for comserve nurses in South Africa.

Student 26175622 JW du Toit (Degree obtained 2023):

- Exploring senior student leadership development in a co-governance relationship at a South African higher education institution.

Student 26360918 T van Aarde (neé Andendorff) (Degree obtained 2023):

- Investigating work passion and work engagement as antecedents of organisational citizenship behaviour in the construction industry.

Student 27079813 W Horn (Degree obtained 2024):

- Investigating the role of managerial work passion in the relationship between organisational justice and job satisfaction within the Namibian private sector

Student 28714709 (Current Student):

- In Process

Student 29014573 (Current Student):

- In Process

Student 42870860 (Current Student)

- In Process

Student 31760422 (Current Student)

- In Process

Co-supervisor for PhD Student:

Student 32441542 (Current Student)

- In Process

Internal examiner for Master's students:

Student	Experiences, coping and wellbeing of unemployed people in the North West Province
Student	The acculturation process in hostels of a higher education institution.
Student	The relationship between job characteristics, work wellness and work-related flow of call centre agents in an insurance company.
Student	Emotion experience, emotional intelligence and well-being in South Africa.
Student 12996491:	Conflict between work and non-work roles of employees in the mining industry: Prevalence and differences between demographic groups.
Student 20069081:	Predictors of burnout and engagement of university students.
Student 20568398:	The role of socio-demographics, personality characteristics, social support and well-being in student's intention to drop out
Student 13015656:	Work-home interaction: Exploring work and non-work roles of parenting females at a higher education institution.
Student 22744827:	The validation of a workaholism scale within the South African banking industry.
Student 12772356:	The Authentic Leadership Inventory: Measurement invariance in selected industries in South Africa.
Student 21980454:	Talent management in South African universities: Management and recruits' expectations and perceptions.
Student 20510802	Burnout and work engagement for different age groups: Examining group-level differences and predictors.
Student 23659653:	The relationship between work intensity, workaholism, burnout and musculoskeletal complaints within the South African context.
Student 23678887:	Investigating perceived stress, emotional intelligence and psychological well-being among first-year Nursing students.
Student 22521305:	Exploring learning and development practitioners' experiences regarding the South African Army's University Refsdsdeserve Training Programme.
Student 25092014:	The psychometric properties of the Academic Motivation Scale-College version of South African first-year university students.

Student 10922903:	An exploration of gender stereotypes in a South African mine.
Student 25006762:	The relationship between job security, job embeddedness, work engagement and turnover intention within the mining sector
Student 31584594	Exploring the impact of loadshedding on the personal and work-related experiences of South African employees

External examiner for Master's students research:

2011 Stellenbosch Student: 12697680

The relationship between shared vision, cohesion, role clarity, mutual trust and transformational leadership within a team setting.

2019 UNISA Student: 33844445

Work-related sense of coherence as a predictor of counterproductive work behaviour in motor vehicle accident victims.

2020 UNISA Student: 48358878

The relationship between organisational culture, job satisfaction and employee attitude towards organisational change.

2021 University of Pretoria: Student: 04507755

Investigating decent work among blue-collar workers: Validating the Decent Work Scale

2022 UNISA Student: 48359815

Details will be added after final mark is released to the student.

2022 UCT Student: VLJLAN001

Organisational justice and workplace social support as predictors of employee wellbeing: A case of high-income workers in South Africa

2024 UNISA Student: 47165707

The subjective well-being experiences of plant operators in a mining organisation: A hermeneutic phenomenological inquiry

External examiner/moderator appointments

2020/21 University of Pretoria: Change management (IPS 804)

2020/21 University of Pretoria: Organisational Psychology & Diversity Management (HRC 705 – part1)

Article reviews:

2019 SAJHRM Ref. No: 1193 HRM moral competencies.

2019 SAJHRM Ref. No: 1176 An evaluation of the impact of training and development on organisational performance: A case study of the department of Economic Development in the Gauteng province.

2020 SAJHRM Ref. No: 1414 Do training evaluations improve employee performance improvement?

2020 SAJHRM Ref. No: 1388 Investigating the impact of organizational atmosphere on organizational performance through social capital.

2021 SAJHRM Ref. No: 1651	Employee participation in training and development at a selected municipality in the Western Cape, South Africa.
2022 SAJHRM Ref. No: 1873	Employee Perceptions of TQM-related HRM for Perceived Performance Improvement.
2022 SAJHRM Ref. No: 1958	Exploring the relationship between selected organisational factors and women's skills development aspirations and career progression, a South African case-study.
2023 SAJHRM Ref No: 2279	Psychological factors influencing change management: An African cross-border case.
2023 SAJHRM Ref No: 2258	Employee participation in training and development: A case study of a selected municipality in the Western Cape Province, South Africa.
2024 SAJHRM Ref No: 2391	Human resource diversity management and organizational development a case study of Nigerian Municipality

University supervisor for industrial psychology internship:

2020 Internship Industrial Psychology: PS0152013 Nkambenhle Simelane: Internship at Matlosana Medical Health Services Klerksdorp

Community projects:

2018-2021 Starfish Project NWU (Endorsed by the North West Province Department of Health): The NWU School of Nursing is the owner of this project. The NWU School of Industrial Psychology and Human Resource Management is assisting with the leadership development of nurses.

Conferences/Seminars (Attended)

2010 4th International Conference on Self-Determination Theory – May 13 -16, 2010 (Ghent University Belgium)
 2017 Human Capital Summit (Potchefstroom)
 2018 SIOPSA Conference (Pretoria)
 2018 Human Capital Summit (Vanderbijlpark)
 2019 SIOPSA Conference (Pretoria)
 2019 Human Capital Summit (Mafikeng)
 2020 SIOPSA Conference (Online)
 2021 SIOPSA Conference (Online)
 2022 SIOPSA Conference (Online)
 2023 Siopsa Conference (Online)
 2023 4th Human Resource International Conference 31 May – 2 June 2023 (Sun City)

Publications:

Oosthuizen, A., Rabie, G.H., & de Beer, L. (2018). Investigating cyberloafing, organisational justice, work engagement and organisational trust of South African retail and manufacturing employees. *SA Journal of Human Resource Management*, 16(1), 1-11.

Rabie, G.H., Rabie, T., & Dinkelmann, M. (2020). Developing a competency profile for newly graduated registered nurses in South Africa. *BMC Nursing*, 19(1), 1-16.

Conference presentations

Human Resource International Conference 31 May 2023 – 2 June 2023 (Sun City)

- Investigating work passion and work engagement as antecedents of organisational citizenship behaviour in the construction industry.

Boards, committees and task teams:

- Faculty of Economic and Management Sciences: Faculty board member up to 2017.
- Faculty of Economic and Management Sciences: Member of the Teaching and Learning Committee 2015- December 2021
- Member of the HR Cluster task team to align academic programmes of the NWU Campuses (2013-2017).

Awards

Awarded the Institutional Teaching Excellence Award (**ITEA**) 2010