

CURRICULUM VITAE



MARIUS W STANDER, NWU VANDERBIJLPARK EXECUTIVE SUMMARY

Professor Marius Stander is a lecturer, researcher, and management consultant specialising in assessing and optimising talented people and teams. He started his academic career at the PU for CHE (Potchefstroom) as a junior lecturer in Industrial Psychology in 1983. From 1985, he was a lecturer at the Vaal Triangle Campus, where he was promoted to Senior Lecturer and Head of the Industrial Psychology department. In 2002, he was appointed as General Manager of an outsourcing company. In 2005, he returned to the North-West University (NWU) Vanderbijlpark as a Senior Lecturer and was promoted to Associate Professor (2008) and Professor (2017). He is a National Research Fund (NRF) rated researcher (C2, 2017- 2028).

He has been lecturing Industrial Psychology on a postgraduate level at the Potchefstroom University for CHE, North-West University (Potchefstroom & Vanderbijlpark campus), the University of Johannesburg (4 years - previously RAU), the University of Namibia (3 years) as well as the Norwegian University for Science and Technology (NTNU). He has supervised over 75 master's and PhD students, examined over 150 master's and PhD dissertations and acted as a supervising psychologist for more than 70 Interns.

He is a Life-Long Honorary member of the Society for Industrial Organisational Psychology of South Africa, a registered Industrial Psychologist (HPCSA), Mentor and Master Human Resource Practitioner (South African Board for People Practices - SABPP). Over the years, he has been actively involved with SIOPSA, SABPP, IPM, PsySSA, Black Management Forum, Local and District Educational Units, various subject interest groups (HR, L&D, and Employee Relations), as well as an EXCO member of the Convocation of the NWU. He has been a Section Editor and a member of the Editorial Board of the SA Journal for Industrial Psychology. He is a reviewer for journals, conferences, and the NRF and an examiner for master's and doctoral students at various universities.

He has been consulting for various companies (85+) in Africa, the Middle East, China, the USA, Europe and APAC for the past 38 years, specialising in leadership development, executive coaching, assessing and optimising talented people, and team development. His teaching and consulting work support his research preference. He has been teaching a master 's-level course in People Development, focusing on leadership development and coaching, for the past 39 years. He has presented scientific papers at various national (38+) and international conferences (42+). Two of his publications are among the most cited articles in the SA Journal for Industrial Psychology. Two of his other publications were the most highly cited manuscripts of 2018 and 2019 within the OASIS Economic and Management Sciences scholarly field.

BIOGRAPHICAL INFORMATION	
Phone number	082 800 8682
Cell phone number	082 800 8682
E-mail	marius.stander@nwu.ac.za
Physical and postal address	8 Geelhout Street, Vanderbijlpark; 1911 P O Box 60, Park South, 1910.
Date of birth	7 September 1958

EDUCATION AND TRAINING	
Secondary Education	
Period	1976
Qualification	Matric
School	Hoërskool Vereeniging
Tertiary Education	
Qualification	PhD
Institution	NWU, Potchefstroom
Period	2007
Qualification	M. Com (Cum laude)
Institution	P.U. for CHE
Period	1986
Qualification	Hons. B.Com (Cum laude)
Institution	P.U. for CHE, Potchefstroom
Period	1982
Qualification	B.Com
Institution	P.U. for CHE, Vanderbijlpark
Period	1981

PROFESSIONAL QUALIFICATIONS AND REGISTRATIONS	
Registration	Master HR Practitioner & Mentor, SABPP
Registration	Industrial Psychologist, HPCSA
	Honorary life membership of SIOPSA (2014-)

WORK EXPERIENCE	
Period	2017-
Organisation	North-West University
Position	Professor
Period	2008 - 2016
Organisation	North-West University
Position	Associate Professor
Period	2005 -
Organisation	North-West University
Position	Senior Lecturer
Period	2004 -
Organisation	Marius Stander Management Consultants/ fitt Talent Group (2013 -)
Position	Principal Consultant
Tasks	<ul style="list-style-type: none"> • Team building • Self-development • Mentoring & coaching • Assessment of potential • Talent management.

Period	2002-2003
Organisation	Staffgro (Indgro Holdings)
Position	Managing Director
Tasks	Management
Period	1997-2002
Organisation	Marius Stander Management Consultants
Position	Senior Member
Tasks	Consulting
Period	1986-1997
Organisation	Joppie van Graan & Associates
Position	Senior Associate
Tasks	Consulting
Period	1990
Organisation	PU for CHE, Vanderbijlpark
Position	Senior Lecturer
Period	1992-1998
Organisation	PU for CHE, Vanderbijlpark
Position	Head of Department
Period	1985-1989
Organisation	PU for CHE, Vanderbijlpark
Position	Lecturer
Period	1983-1984
Organisation	PU for CHE, Potchefstroom
Position	Junior Lecturer

TEACHING EXPERIENCE	
Teaching achievements	
1988 First recipient of Teaching Excellence (VERKA) award on Vaal Campus 2016 Africa Board for Coaching, Consulting and Coaching Psychology (ABCCCP) award for University that trains in coaching.	
Pre-graduate	
PU for CHE, Potchefstroom 1983 – 1984	<ul style="list-style-type: none"> • Introduction to Industrial Psychology (1st year) • Personnel Psychology (2nd year) • Research Methodology (3rd year) • Statistics for Industrial Psychology students (1st and 2nd year) • Personnel Psychology for Home-Economics students.
NWU & P U for CHE Vaal Triangle Campus 1985 – currently	<ul style="list-style-type: none"> • Introduction to Psychology (1st year) • Introduction to Industrial Psychology (1st year) • Introduction to Behavioural Sciences (Service Course for B.Com. students) • Personnel Psychology (2nd year) • Research Methodology (3rd year) • Psychopathology (3rd year) • Career Psychology (3rd year) • Statistics for Industrial Psychology students (1st and 2nd year) • Personnel Psychology for Engineering Students • Organisational Psychology (3rd year).
Postgraduate (PU for CHE & NWU)	
Honours	<ul style="list-style-type: none"> • Personnel Psychology (1993 - 1996) • Capita Selecta (1993 – 1997) • Psychological Evaluation: Practical (1985 - 1996) • Industrial Psychology for Psychology students • Organisational Psychology (1999 - 2002) • Human Capacity Development (2004 - 2012) • Strategic Human Resource Management (2005 - 2017) • Personnel Psychology Internship (2005 -).
Masters	<ul style="list-style-type: none"> • People Development (1986 -) • Wellbeing (2013 - 2017) • Advanced Strategic Human Resource Management (2014 - 2018).
Postgraduate (University of Johannesburg)	
Honours Industrial Psychology	<ul style="list-style-type: none"> • Organisational Behaviour (1994 - 1997)
Postgraduate (University of Namibia)	
Masters Industrial Psychology	<ul style="list-style-type: none"> • Strategic Human Resource Management 2008 - 2010 • Talent Management 2009.
External Examiner/Moderator	
Institutions	<ul style="list-style-type: none"> • Vaal Triangle Technicon Advanced Personnel Management Advanced Training Advanced Research Advanced Organisational behaviour.

	<ul style="list-style-type: none"> • Rand Afrikaans University Industrial Psychology 3A • University of Fort Hare IPS 311 Research Methods and Psychometrics HRM 312 Education, T & D HRM 321 Employee health, safety and wellness HRM 323 Employee remuneration and benefits IPS 512 Advanced personnel psychology IPS 514 Psychometrics IPS 522 Advanced personnel psychology IPS 523 Advanced Industrial Relations IPS 524 Environmental Aspects and Consumer Behaviour IPS 603 Organisational behaviour Assessor for the total program • University of Johannesburg Industrial Psychology 3B Honours Research methods BSK09X7/IPS8X02 Contemporary issues in Industrial Psychology LPV02X8MPhil/MCom: Leadership in Performance Change and Consulting LC09X04MPhil Practical Coaching Competencies 1 (2015-) PPL9X08 Individual and Group Leadership Consultation (2017-). • NMMU EZ511 M.Com/MA Training and Leadership Development (2013-16)
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RESEARCH	
DETAILS OF PHD AND MASTERS STUDENTS CURRENTLY RECEIVING SUPERVISION	
R Nqubane PhD (Co-promoter)	Leadership Profiles and their influence on employee well-being in the precarious work context of a Petrochemical organisation.
Malinga, K PhD (Co-promoter)	Conceptualising positive leadership: The development and validation of the Positive Leadership Scale in South Africa.
C Klynsmith (Co-Leader)	The leader-as-coach competency profile: Exploring the expectations of sales representatives in a South African FMCG organisation.
A Nkosi (Co-Leader)	Exploring financial services employees' perceptions of employee retention strategies.
S L Mxnuma PhD (Co-promoter)	Sustainable employability of industrial psychology and human resource management practitioners: A social justice perspective.
K Mokete (Co-Leader)	Exploring academic mentors' experiences of structured academic mentorship programmes in a higher education institution.
S Mabwe (Co-Leader)	Exploring secondary school educators' perceptions of their preparedness to integrate technology in their educational practices.
K Stadler PhD (Co-promoter)	The development and validation of an Immersive Situational Judgement Test for Pilot Selection.

SUPERVISOR FOR PHD AND MASTERS STUDENTS: COMPLETED		
May 1992 Wim Steyn	M.Com;	Die samestelling van 'n individuele opleiding en ontwikkelingsplan vir projekbestuurders binne 'n gevorderde tegnologiese omgewing (The composition of a individual training and development plan for project managers within an advanced technological environment).
Nov 1994 Marié Jordaan	MA;	Die bepaling van die gereedheidsvlak van 'n nie-winsgewende nutsonderneming vir die implementering van selfgerigte spanne (The determination of the level of readiness of a non-profit utility business for the implementation of self-directed teams).
May 1995 Jan de Villiers	M.Com;	'n Vergelykende studie tussen selfgerigte en tradisionele opleiding metodes (A comparative study between self-directed and traditional training methods).
Nov 1995 van der Walt	MA; J.P.	Die ontwikkeling en toepassing van 'n meetinstrument ten einde die effektiwiteit van 'n toesighouersprogram in 'n finansiële instelling te bepaal. (The development and application of a measuring instrument to determine the effectiveness of a supervisor-program within a financial institution).
Nov 1996 Dawie Kotzé	MA;	Gereedheid van toesighouers vir selfgerigte spanne in 'n vervaardigingsnywerheid (Readiness of supervisors for self-directed teams in a manufacturing industry).
May 1997 J.J.P. de Waal	MA;	Gereedheid van toesighouers binne die goudmynbedryf vir die implementering van selfgerigte werkspanne. (The readiness of supervisors within a goldmine industry for the implementation of self-directed work teams).
May 1998 Louise Schubert	MA;	Die bepaling van ontwikkelingsbehoefte van menslike hulpbronne-konsultante binne 'n staalnywerheid. (The determination of development needs of human resource-consultants within a steel industry).
Nov 1998 Noreen McFarlane;	M.Com;	The evaluation of an interpersonal life skills training program for (second year) university students.
Nov 1999 Mojaki Mosia;	MA;	A communication audit within a university campus.
Nov 1999 Stephan van Huyssteen	MA;	Opleidingsbehoefte van spanleiers in 'n chemiese bedryf. (Training needs of team-leaders within a chemical industry).
Nov 1999 Buitendach	MA; J.H.	Psigologiese kragte en die effektiwiteit van werkspanne in 'n nywerheid. (Psychological forces and the effectiveness of workteams within an industry).
May 2001 Wian Kriel	MA;	Organisasiekultuurmeting binne 'n finansiële instelling. (The measurement of culture within a financial institution).
May 2001 Ian Crous	MA;	Werkwaardes binne 'n steenkoolmynbougroep. (Work values within a Coal-mine building group).
May 2001 C. O'Kennedy	MA;	Competencies of future managers in a national division of a chemical industry.
May 2001 M. Cloete	MA;	Future competencies of managers in selected chemical companies in the United States of America.
May 2001 S. Khwela	MA;	Organisational commitment and job satisfaction of non-academic personnel at a tertiary education institution; Co-study leader.
May 2001 T.C. Dwyer	MA;	Employee empowerment within a manufacturing environment.
May 2001 K.V. Graca (Ms)	MA;	Psychological empowerment within a service organisation.
May 2001 R.M. Morabe	MA;	Psychological strengths as a predictor of job satisfaction at a university campus.

May 2001 L. Human	MA;	Voorligtingsielkunde-studente se beleving van toubane as avontuur-gebaseerde opleidingsmedium: 'n Kwalitatiewe studie (Guidance psychology students' experience of an adventure-based training medium: A qualitative study).
May 2001 Rugg, J	MA;	Empowerment within a university campus.
Nov 2001 Hartman, S	MA;	Psychological empowerment in a recruitment company.
May 2002 Malan, M	MA,	The relationship between psychological empowerment, job satisfaction and organisational commitment in a coal mine.
May 2003 Buckle, P	MA;	Empowerment, organisational commitment and job satisfaction within a chemical organisation; Study leader.
Nov 2003 Sauer, D	MA;	Psychological empowerment, leadership empowerment and job insecurity within a steel-manufacturing environment.
Nov 2005 Reynders, E.F	MA;	Job insecurity, psychological empowerment and work engagement in a government organisation.
Nov 2006 Tjeku, M.S	MA;	Empowerment and wellness in a steel-manufacturing organisation.
Nov 2007 Du Rand, L	MA;	Job insecurity, job satisfaction, organisational commitment and psychological empowerment of workers in a surface coatings manufacturer.
May 2008 Harrilall, S	MA;	Positive psychological capacities, empowerment and job performance.
May 2008 Nqubane, R	MA;	Organisational support, Role Clarity, Job Insecurity and Organisational Commitment of employees in a Petrochemical organisation.
May 2009 Hunter, B	MA;	Leadership, role clarification and psychological empowerment within a Petrochemical organisation.
May 2009 Matla, V	MA;	Work wellness of educators in the Sedibeng West District.
May 2010 Mendes, F	M.Com;	Positive organisation: The role of leader behaviour on engagement and retention.
<i>Passed away in 2010.</i> Bester, J.		Leadership, empowerment, organisational citizenship and turnover intention in a manufacturing division.
May 2011 De Villiers, J	MA;	Positive organisation: the impact of leader relations and role clarity on turnover intention.
May 2011 M. M (Potchefstroom Business School)	MBA; Heyns,	'n Bestuursperspektief op die rol van vertroue in 'n militêre organisasie. (Trust in the military)
Sept 2011 (UNAM); Hoffmann, B	MA	The relationship between emotional intelligence and leadership among middle managers in Namibia.
Sept 2012 Sacks, C	MA;	Wellness expectations within a telecommunications organisation. (Assistant supervisor).
May 2013 De Klerk, S	MA;	Investigations of leadership empowerment behaviour, psychological empowerment, work engagement and turnover intention in a chemical industry.
May 2013 Nel, T	M Com;	Investigation positive leadership, psychological empowerment, work engagement and satisfaction with life in a chemical industry.
May 2014 S.	PhD; Setati,	Job insecurity, job satisfaction and general health in a higher education institution.
May 2015 Zikalala, D.	MA	Psychometric properties of the Leader Empowerment Behaviour questionnaire.
Oct 2015 Van Dyk, M	MA;	The experience of the manager as people developer in a petrochemical organisation.

Oct 2015 M Com; Beukes, L.	Strengths-based development and intention to leave: The role of psychological empowerment and work engagement amongst teachers.
Oct 2015 M Com; Maximo, N	Authentic leadership, work engagement and psychological safety: The mediating role of trust.
April 2016 M. Com; Liversage, H (Co-supervisor: PUK)	Talent Management in South African universities: Management and recruits' expectations and perceptions. Policies and Procedures in South African Universities.
April 2016 M. Com; De Coning, J	Does good pay compensate for a dissatisfying job?: The relationship between wage practices, job satisfaction and life satisfaction.
April 2016 M. Com; Sepeng, W	Authentic leadership, organisational citizenship behaviour and intention to quit: The role of psychological capital.
April 2016 M. Com; Van der Vaart, L	The Authentic Leadership Inventory: Measurement invariance in selected industries.
April 2017 M. Com; De Wet, A (Co-supervisor, PUK)	Employee training needs, PSYCAP and work engagement in tertiary educational institutions in South Africa.
May 2017 M. Com; Coxen, L (Co-supervisor)	Authentic leadership, organisational citizenship behaviour in the public healthcare sector: The effect of workplace trust.
May 2017 M. Com; Ebrahim, A	Authentic leadership, trust and work engagement.
May 2017 M. Com; Viljoen, C (Co-supervisor)	Exploring the coachees' expectations and experiences of the coaching relationship within a state-owned utility.
May 2018 M. Com; Kgomotso S. Mokalake (Masinga)	A critical review on conceptualisations of positive leadership.
May 2018 PhD; Psychology Roos, P (Co-promoter)	Development and evaluation of a competency-based programme to enhance new graduates' employability.
Oct 2018 Mnxuma, S. L. MA:	Authentic leadership and safety consciousness: The role of psychological empowerment and psychological ownership at a South African mine.
May 2019 Mazibuko, N. M Com	Reward as an attraction and retention strategy in professional services firms.
May 2020 Townsen, T. M Com Dissertation	Authentic leadership, psychological empowerment, role clarity and work engagement in a South African mine.
May 2020 Vd Berg, M. M Com	The perceived effectiveness of Human Resource Business Partners.
May 2020 Van Vuuren, S. M Com	Exploring the experiences of women working underground in the mining industry in South Africa.
May 2021 Sibya, N.	Exploring the transition experiences of candidate attorneys in South African law firms.
Dec 2021 Viljoen, M. MA	Exploring direct reports' experiences of the leadership behaviour displayed by commercial airline captains
Dec 2021 Venter B. MA	Exploring senior academics' experiences of leadership behaviours at a South African Higher Education Institution.
June 2022 Kleynhans, D. PhD (Co-supervisor)	Dynamic organisational capabilities and employee flourishing in a precarious work context, The role of authentic leadership and trust.
Aug 22 Singh, P. M.Com	Capturing junior academics' perspectives on leadership behaviours.

Aug 22 Nunan, J. L. M.Com (Co-supervisor)	Mentoring in the workplace: Exploring the experiences of mentor-mentee relations.
Dec 22 Botha, M. M Com (Co-supervisor)	Utilising virtual reality assessments in the workplace: Exploring the perceptions of psychometrists and industrial psychologists.
May 23 McLaren, J. L.MA	Investigating the leadership practices at a higher education institution as experienced by senior lecturers.
Nov 24 Satsha, V. M Com (Co-supervisor)	Authentic leadership and employee performance: The role of motivation in the South African work context.
May 25 T Moshabi (Co-supervisor)	The validation of the ultra-short Burnout Assessment Tool (BAT-4) in a sample of South African workers.
May 25 A Lala (Co-supervisor)	Shattering the glass ceiling: Challenges and strategies of female managers in a steel manufacturing organisation
Total (71)	

ADJUDICATION OF MANUSCRIPTS/NRF RATINGS		
1995	'n Steekproefopname na die kennisbasis, oriëntasie, gebruikspatrone en gebruikshindernisse ten opsigte van die ontwikkeling en validering van keuringsprosedures (A sample survey of the knowledge base, orientation, user patterns and usage obstacles with regard to the development and validation of selection procedures by human resource specialists in South Africa).	Journal of Industrial Psychology
1996	Achievement motivation, locus of control, and individuality as predictors of participative management in the South African educational environment.	Journal of Industrial Psychology
1997	A factor analytic study of what Swazi workers want from their jobs.	Journal of Industrial Psychology
1998	Structured interventions in a manufacturing facility: establishing the impact.	Journal of Industrial Psychology
1999	An analysis of a successful supervisor-subordinate trust relationship.	Journal of Industrial Psychology
1999	A short-term longitudinal evaluation of a stress-management intervention	Journal of Industrial Psychology
2000	The relationship between interpersonal needs and conflict handling styles.	RAU
2000	Job performance ratings and managerial motivation of middle-level managers at a South African financial institution	Journal of Industrial Psychology
2001	The relationship between job participation and job achievement.	Journal of Industrial Psychology
2002	Employee participation in relation to organisational performance.	RAU

2002	Management perceptions of competencies essential for middle managers.	RAU
2003	Burnout, job satisfaction, sense of coherence and job stress in a local government.	Journal of Industrial Psychology
2005	The influence of experimental ropes course development programme on the self-concept and self-efficacy of the young career officer.	Journal of Industrial Psychology
2005	Generating a model/framework for enhancing team cohesiveness and consequently, effectiveness.	Journal of Industrial Psychology
2005	Developing mature work teams	Journal of Industrial Psychology
2007	The influence of team leader emotional intelligence and transformational leadership behaviour on trust.	Journal of Industrial Psychology
2008	Challenges in a globalised context for International Human Resource Managers in South African organisations.	The Journal for Transdisciplinary Research in Southern Africa
2008	Unskilled blue-collar workers: Bourgeois and/or authoritarian?	The Journal for Transdisciplinary Research in Southern Africa
2008	The relationship between job insecurity and burnout.	SA Journal of Industrial Psychology
2008	The world café conversational process: creating shared meaning, commitment, and sustained effort in a change initiative.	SA Journal of Industrial Psychology
2009	Organisationally relevant variables and Key's mental health continuum scale.	SA Journal of Industrial Psychology.
2009	Evaluate 1 candidate (UNISA-MC) for NRF rating.	NRF.
2010	The construction of work-life balance: the experience of black employees in a customer care environment.	SA Journal of Industrial Psychology.
2010	What lurks beneath leadership ineffectiveness? – a theoretical overview.	SA Journal of Industrial Psychology.
2011	Peer reviewed chapter: Laheer, S. & Cockcroft, K. Organisational Assessment Practices in South Africa" in <i>Psychological Assessment in South Africa: Research and Applications</i> .	Textbook.
2013	Evaluate Thuthuka TTK13061219086. Authentic leaders, Psycap, work engagement, etc.	NRF
2014	Evaluate Thuthuka 2015 Flourishing of academics in higher education institutions.	NRF
2015	Evaluated 2 candidates (UNISA-FC & US-AE) for NRF ratings.	NRF.
2016	Evaluate CSUR160408161749 application: Psychological Ownership.	NRF

2016	Managerial assessment of the problem of 50+ employees.	JPM
	See reviewer in next session.	
Total (37)		

	SECTION EDITOR SA JOURNAL OF INDUSTRIAL PSYCHOLOGY/SIOPSA CONFERENCE	
2011	6 (SAJIP933; 937; 944; 958; 962; 964)	
2012	3 (SAJIP1006. 1012, 1030)	
2013	SIOPSA Conference Scientific Review Board	
2013	4 (SAJIP1070; 1080; 1105; 1168)	
2014	2 (SAJIP1201; 1209).	
	CO-EDITOR : SPECIAL EDITION	
2016/7	Edited by Marius Stander, Andrzej Lis and Barbara Czerniachowicz. Journal of Corporate Responsibility and Leadership (Positive leadership and management). Vol 3(3).	
	EDITORIAL BOARDS	
2015-20	Editorial Board SAJIP	
	ADVISORY BOARDS	

	REVIEWER	
2011	5 th International Business Conference	2 Articles
2012	International Journal for HRM	1 Article
2013	SIOPSA Conference Scientific Review Board	
2014	8 th International Business Conference, 19-21 August 2014. Swakopmund.	1 Paper
2015	9 th International Business Conference, 21-23 September 2015. Victoria Falls, Zambia.	1 Paper
2016	10 th International Business Conference, 26-28 September 2016. Saldanha, SA.	2 Papers
2017	11 th International Business Conference, September 2017. Dar Es Salaam, Tanzania.	2 Papers
2018	12 th International Business Conference, September 2018. Mauritius. Handbook of Positive Interventions. Springer. Handbook of Career Well Being. Springer.	3 Papers 1 Chapter
2019	<i>SAGE Open</i> . Construct and criterion validity of the Dutch Workaholism Scale (DUWAS-10) within the South African context". 13 th International Business Conference, September 2019. Hermanus, South Africa. Springer Publishing: Perspectives on Grit. Contemporary Theories, Assessments, Applications and Critiques. ACSG Blind Peer Review Panel (Conference reviewer).	1 Article 3 Papers Book Proposal 7 Papers
2020	ACSG Blind Peer Review Panel (Conference reviewer).	8 Abstracts

2021	Do the components of grit predict the same long-term educational outcomes? Springer Publishing: Perspectives on Grit. Contemporary Theories, Assessments, Applications and Critiques.	1 Chapter
	Frontiers in Psychology. Creativity, positive emotions and solution-focus as key to meaning making of the Fourth Industrial Revolution work context.	Article
	Frontiers in Psychology. For the Greater Good? The Devastating Ripple Effects of the Covid-19 Crisis	Article
	ACSG Blind Peer Review Panel (Conference reviewer).	7 Abstracts
	Frontiers in Psychology. Positive participatory organisational Interventions: Creating healthy workplaces.	Article
2022	Springer: Age-Inclusive ICT Innovation for Service Delivery: A developing country perspective.	Chapter
	NRF Grant: Positive leadership behaviours and practices (Prof M Du Plessis, (University of the Western Cape).	Project Paper
	15 th International Business Conference, September 2021. Virtual.	
	ACSG Blind Peer Review Panel (Conference reviewer).	10 Abstracts
	Mindmuzik: The art of teamwork (blind peer review)	Book
2023	Frontiers in Psychology: Positive Psychology 2.0 intervention for burnout amongst Generation Y medical doctors in the South African public health sector.	Article
	NRF Application: Prof Becker (UWC)	
	Promotion panel UWC	
	ACSG Blind Peer Review Panel (Conference reviewer).	
	IBC Blind Peer Review Panel	
2024	Promotion/ appointment assessment: 2 x International Universities; 1 Business School	
	Journal of Contemporary Management	
	NRF Application: RO	
	ACSG Blind Peer Review Panel (Conference reviewer).	
		Article
2025	ACSG Blind Peer Review Panel (Conference reviewer).	

PUBLICATIONS & RESEARCH OUTPUT (Journal articles, peer-reviewed chapters & accredited conferences)		
1988	Metakognisie – 'n nuwe konsep in onderwys en opleiding (mede-outeur) (Meta-cognition – a new concept in education and training (co-author).	Stander, M.W., & Van Der Westhuizen, G. <i>IPM Journal</i> , 7(5), October.
2001	Die gereedheid van toesighouers vir die implementering van selfgerigte werkspanne. (The readiness of supervisors for the implementation of self-directed work teams).	Buitendach, J.H., Stander, M.W., & De Waal, J.P. <i>Management Dynamics</i> , 10(1), 1-20.

2002	Chapter on Teamwork.	Robbins, S. P., Odendaal, A. & Roodt, G. <i>Organizational Behaviour</i> . Cape Town: Pearson Education.
2003	Do we have rainbow teams in South Africa?	Stander, M. W. Team Management Systems research manual. Australia.
2004	Psigologiese kragte en die effektiwiteit van werkspanne in 'n chemiese nywerheid. (Psychological strengths and the effectiveness of teams in a chemical industry).	Stander, M.W., & Buitendach, J.H. <i>South African Journal of Industrial Psychology</i> , 30(2), 37-45.
2006	Psychological Empowerment, leadership empowerment and job insecurity within a steel manufacturing environment. (Accepted but cancelled)	Sauer, D., Buitendach, J.H., & Stander, M.W. <i>South African Journal of Industrial Psychology</i> .
2008	Chapter on Teamwork.	Robbins, Judge, Odendaal, A. & Roodt, G. <i>Organizational Behaviour</i> . Cape Town: Pearson Education.
2008	Leadership, job satisfaction and organisational commitment.	Stander, M. W. & Rothmann, S. <i>South African Journal of Human Resource Management</i> , 7(3), 7-13.
2009	Psychological empowerment of employees in selected organisations.	Stander, M. W. & Rothmann, S. <i>South African Journal of Industrial Psychology</i> , 35(1), 8 pages.
2009	Psychological Empowerment: The role of leadership and role clarity.	Stander, M.W. & Hunter, B. Paper presented at the Third International Business Conference, Mazizini, Zanzibar, 15 & 16 September 2009. ISBN 978-0-620-44352-4
2010	Psychological empowerment, Job insecurity and employee engagement.	Stander, M. W. & Rothmann, S. <i>South African Journal of Industrial Psychology</i> , 36(1), #Art 849, 8 pages.
2010	Retention of talent: do people really leave managers?	Stander, M.W. & Stander A.S. Paper presented at the Fourth International Business Conference, Vic Falls, Zambia, 13 & 14 October 2010. ISBN 978-0-620-47495-5
2011	Positive organisation: The role of leader behaviour on engagement and retention.	Mendes, F. & Stander, M. W. <i>South African Journal of Industrial Psychology</i> , 37(1).
2011	Psychological Empowerment, Work Engagement and Turnover Intention: The role of Leader Relations and Role Clarity in a Financial Institution.	De Villiers, J. R. & Stander, M. W. <i>Journal of Psychology in Africa</i> , 21(3), 407-414.
2011	Management perspective on trust in a military medical health unit.	Heyns, M. M. & Stander, M.W. Paper presented at the Fifth International Business Conference, Mauritius, 26 - 30 September 2011. ISBN 978-0-620-50265-8

2013	The strengths based coaching model.	Van Zyl, L. E., & Stander, M. W. In J. White, R. Motching & M. Lux (Eds). "Interdisciplinary Handbook of the Person Centred Approach: Connections Beyond psychotherapy". New York, NY: Springer Publications. NWU-RO-2013-000795.
2014	Flourishing interventions: A practical guide to student development.	Van Zyl, L. E., & Stander, M. W. In M Coetzee "Psycho-social career meta-capacities: Dynamics of contemporary career development". Dordrecht, Netherlands": Springer Publications. ISBN 978-3-319-00644-4.
2014	Leadership empowerment behaviour, work engagement and turnover intention: The role if psychological empowerment.	De Klerk, S. & Stander, M. W. <i>Journal of Positive Management</i> , 5(3), 28-45. ISSN 2083-103X http://dx.doi.org/10.12775/JPM.2014.018
2015	Authentic leadership as a source of optimism, trust in the organisation and work engagement in the public healthcare sector.	Standar, F. W., De Beer, L. & Stander, M. W. <i>South African Journal of Human Resource Management</i> , 13(1), 12 pages. http://dx.doi.org/10.4102/sajhrm.v13i1.675 Most highly cited manuscript of 2018 within OASIS Economic and Management Sciences scholarly field.
2015	Leadership empowering behaviour, psychological empowerment, organisational citizenship behaviours and turnover intention in a manufacturing division.	Bester, J., Stander, M. W., & Van Zyl, L. E. <i>South African Journal of Industrial Psychology</i> , 41(1). 1-14. http://dx.doi.org/10.4102/sajip.v41i1.1215
2015	Investigating positive leadership, psychological empowerment, work engagement and satisfaction with life in a chemical organisation.	Nel, T., Stander, M. W., & Latif, J. <i>South African Journal of Industrial Psychology</i> , 41(1), Art. #1243, 13 pages. http://dx.doi.org/10.4102/sajip.v41i1.1243
2015	Job Insecurity, Sense of Coherence and the General Health of Employees at a Higher Education Institution in South Africa.	Setati, S., Stander, M. W., & Ukpere, W. I. <i>Corporate Ownership and Control Journal</i> , 12(4), 660-670.
2016	Chapter on Teamwork.	Robbins, Judge, Odendaal, A. & Roodt, G. <i>Organizational Behaviour</i> . Cape Town: Pearson Education. ISBN 878- 1-77-5951513
2016	Specialist Book: Meta-theoretical perspectives and applications for multi-cultural contexts of Coaching Psychology.	Van Zyl, L. E., Stander, M. W. & Odendaal, A. New York, NY: Springer. ISBN 978-3-319-31010-7
2016	Exploring positive psychology and person-centered psychology in multi-cultural coaching.	Van Zyl, L. E., & Stander, M. W. Motching, R. In L.E Van Zyl, M.W. Stander, & A. Odendaal, A. (Ed.), <i>Coaching psychology: Meta-theoretical perspectives and applications in multi-cultural contexts</i> . New York, NY: Springer. ISBN 978-3-319-31010-7

2016	Training emerging psychologists as multi-cultural contextual coaches.	Jorgenson, L., Van Zyl, L. E., & Stander, M. W. In L.E Van Zyl, M.W. Stander, & A. Odendaal, A. (Ed.), <i>Coaching psychology: Meta-theoretical perspectives and applications in multi-cultural contexts</i> . New York, NY: Springer. ISBN 978-3-319-31010-7
2016	The future of multi-cultural coaching psychology.	Van Zyl, L. E. & Stander, M. W. In L. E Van Zyl, M.W. Stander, & A. Odendaal, A. (Ed.), <i>Coaching psychology: Meta-theoretical perspectives and applications in multi-cultural contexts</i> . New York, NY: Springer. ISBN 978-3-319-31010-7
2016	Authentic leadership, organisational citizenship behaviour in the public healthcare sector: The effect of workplace trust.	Coxen, L., Van der Vaart, L., & Stander, M. W. <i>South African Journal of Industrial Psychology</i> , 42(1). http://dx.doi.org/10.4102/sajip.v42i1.1364 Laureatus 2020 Awards Most cited journal article in AOSIS Scholarly Domain in 2019: Economic and Management Sciences.
2016	Conceptualising the professional identity of industrial and organisation psychologists within the South African context.	Van Zyl, L. E., Nel, E., Stander, M. W. & Rothmann, S. <i>SA Journal of Industrial Psychology</i> , 42(1). https://doi.org/10.4102/sajip.v42i1.1379
2016	Retention of educators: The role of leadership, empowerment and work engagement.	Standar, A. S. & Stander, M. W. <i>International Journal of Social Sciences and Humanity Studies</i> , 8(1). ISSN: 1309-8063
2017	A strength-based approach to athlete engagement: An exploratory study.	Standar, F. W., De Beer, T. L., Stander, M. W., Mostert, K. & Coxen, L. <i>South African Journal RSPER</i> , 39(1), 165-175. ISBN 0379-9069
2017	Leadership Empowerment as a positive leadership style: A psychometric evaluation.	Standar, M.W., Zikalala, D., & Stander, A.S. Paper presented at the 11th International Business Conference, Dar-Es-Salaam, 24-27 September 2017. ISBN 978-0-620-78005-6
2017	A review of the relationship between positive leadership styles and psychological ownership.	Standar, M. W. & Coxen, L. In C Olckers, L. E. Van Zyl, & L van der Vaart(Ed.), <i>Theoretical orientations and practical applications of psychological ownership</i> . New York, NY: Springer. ISBN 3319702467
2018	The manager as people developer: Some individual and organisational outcomes.	Standar, M.W., Van Dyk, M., & Stander, A.S. Paper presented at the 12th International Business Conference, Mauritius, 23 - 26 September 2018. ISBN 978-0-6399779-0-4 pp. 1407-1428. Awarded as second runner up for "best paper award".
2019	Do wage and wage satisfaction compensate for the effects of a dissatisfying job on life satisfaction?	De Coning, J., Rothmann, S., & Stander, M.W. <i>SA Journal of Industrial Psychology</i> , 45(0), a1552. https://doi.org/10.4102/sajip.v45i0.1552

2019	Authentic leadership and work engagement: The indirect effects of psychological safety and trust in supervisors.	Maximo, N., Stander, M.W., & Coxen, L. (2019). <i>SA Journal of Industrial Psychology</i> , 45(0), a1612. https://doi.org/10.4102/sajip.v45i0.1612
2019	Positive leadership: Moving towards an integrated definition and interventions.	Malinga, K., Stander, M. & Nell, H. W. In L.E. van Zyl & S. Rothmann (Eds.), <i>Theoretical Approaches to Multi-Cultural Positive Psychological Interventions</i> (Vol. 1, pp. 201-228). Cham, Switzerland: Springer. doi:10.1007/978-3-030-20583-6
2019	Flourishing Interventions 2.0: a practical guide to student development.	Van Zyl, L. E. & Stander, M. W. (2019). In L.E. van Zyl & S. Rothmann (Eds.), <i>Positive Psychological Intervention Design and Protocols for Multi-cultural Contexts</i> (Vol. 2, pp. 1-32). Cham, Switzerland: Springer. doi:10.1007/978-3-030-20020-6
2020	Positive psychological coaching definitions and models: A systematic literature review.	Van Zyl, L. E., Roll, L. C., Stander, M. W. & Richter, S. (2020). Positive Psychological Coaching Definitions and Models: A Systematic Literature Review. <i>Frontiers in Psychology</i> , 11:793. doi: 10.3389/fpsyg.2020.00793
2020	Chapter: The art of professional networking for success.	Developing soft skills for success: A guide for modern professionals. Van Schaik Publishers.
2020	The Relationship Between Authentic Leadership, Psychological Empowerment, Role Clarity, and Work Engagement: Evidence from South Africa.	Towsen, T., Stander, M. W. and van der Vaart, L. (2020) <i>Frontiers in Psychology</i> . 11:1973. doi: 10.3389/fpsyg.2020.01973
2020	Authentic Leadership, Organisational Citizenship Behaviour, and Intention to Leave: The Role of Psychological Capital. https://sajip.co.za/index.php/sajip/article/view/1802	Sepeng, W., Stander, M.W., Van der Vaart, L. & Coxen, L. (2020). <i>SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde</i> , 46(0), a1802.
2020	An exploration of key human resource practitioner competencies in a digitally transformed organisation.	Van den Berg, M.J., Stander, M.W., & Van der Vaart, L. (2020). <i>SA Journal of Human Resource Management</i> , 18(0),a1404. ISSN: 1683-7584, https://doi.org/10.4102/sajhrm.v18i0.1404
2021	Psychological Coaching Tools and Techniques: A Systematic Review and Classification. NWU-RO-2021-0936	Richter, S., Van Zyl, L. E., Roll, L. C. & Stander, M. W. (2021). <i>Front. Psychiatry</i> 12:667200. doi: 10.3389/fpsyg.2021.667200
2021	'We are surviving well': Adaptive strategies applied by women in an underground South African mine. NWU-RO-2021-1778	Van Vuuren, S.J., Stander, M.W., & Roos, V. (2021). <i>South African Journal of Business Management</i> , 52(1), a2431. https://doi.org/10.4102/sajbm.v52i1.2431

2021	Dynamic organisational capabilities: The role of authentic leadership and trust. NWU-RO-2021-0907.	Kleynhans, D.J., Heyns, M.M., & Stander, M.W. (2021). <i>SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde</i> , 47(0), a1877. https://doi.org/10.4102/sajip.v47i0.1877
2021	Authentic leadership and follower trust: The effect of precariousness. NWU-RO-2021-2076	Kleynhans, D.J., Heyns, M.M., & Stander, M.W. (2021). <i>SA Journal of Industrial Psychology</i> , 47(0), a1904. https://doi.org/10.4102/sajip.v47i0.1904 SIOPSA has chosen the article for inclusion in their OASIS CPD offering.
2022	Authentic leadership, trust (in the leader), and flourishing: Does precariousness matter? NWU-RO-2022-0287	Kleynhans, D. J., Heyns, M.M., Stander, M. W., & de Beer, L. T. <i>Frontiers in Psychology</i> 13 (2022): 798759-798759. https://doi.org/10.3389/fpsyg.2022.798759
2022	"Person-Environment Fit and Task Performance: Exploring the role(s) of Grit as a Personal Resource". NWU-RO-2023-0723	van Zyl, L.E., van Vuuren, H.A., Roll, L.C. & Stander, M. W. (2022). <i>Current Psychol</i> https://doi.org/10.1007/s12144-022-03461-9
2022	Authentic leadership and flourishing: Do trust in the organisation and organisational support matter during times of uncertainty? NWU-RO-2022-0918	Kleynhans, D. J., Heyns, M. M., & Stander, M. W. (2022). <i>Front. Psychol.</i> 13:955300. doi: 10.3389/fpsyg.2022.955300
2023	Mentoring in the workplace: Exploring the experiences of mentor–mentee relations. NWU-RO-2023-0693	Nunan, J.L.R., Ebrahim, A.B., & Stander, M. W. (2023). <i>SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde</i> , 49(0). https://doi.org/10.4102/sajip.v49i0.2067
2023	Transition experiences of candidate attorneys in South African law firms. NWU-RO-2023-0692	Sibiya, N., Ndlovu, V., & Stander, M. W. (2023). <i>Journal of Psychology in Africa</i> , 33(2), 189- 196. doi.org/10.1080/14330237.2023.2190226
2023	Junior Academics' Perspectives of Leadership Behaviours at a Training and Vocational College in South Africa.	Singh, P. Stander, M. W. and du Plessis, M. Paper presented at the 16th International Business Conference, Swakopmund, Namibia, 24- 27 September 2023. https://internationalbusinessconference.com/publications/
2024	Insights into leadership practices in South African Higher Education. NWU-RO-2024-1887	Venter, B.G., Du Plessis, M., & Stander, M.W. (2024). <i>SA Journal of Industrial Psychology</i> , 50(0), a2173. https://doi.org/10.4102/sajip.v50i0.2173
2025	Preparing for a rainy day: A regulatory focus perspective on job insecurity and proactive career behaviors.	Lixin Jiang, Maike E. Debus, Xiaohong Xu, Xiaowen Hu, Sergio Lopez-Bohle, Laura Petitta, Lara C. Roll, Marius Stander, Haijiang Wang. (2025). <i>Applied Psychology</i> , 74(2). 1-34. https://doi.org/10.1111/apps.70004
2025	Job Insecurity and Self-Undermining: Exploring the Mediating Effects on Counterproductive Work Behavior and In-Role Performance in Higher Education	Lara C. Roll, Tahira M. Probst, Jurgita Lazauskaite-Zabielske, & Marius W. Stander.

MEMBERSHIP AND PARTICIPATION IN ASSOCIATIONS	
Commissions, committees and councils (within the university)	<ul style="list-style-type: none"> • Senate, Faculty council and various ad hoc. Committees (e.g. Yearbook-, sport bursaries- Watuni Forum-, Staff development-, etc.) • Committee managing Alumni function on Vaal Triangle campus (2007-) • Vaal Alumni Advisory EXCO (2012-) • Convocation EXCO (2007- 2019) • Member Institutional Forum, representing Convocation (2008-2012) • Faculty of Humanities Board (2009-2017) • Research committee: Optentia Research Unit (2013-) • Ethics committee: Optentia Research Unit (2014-15) • FEMS Scientific Committee (2021-).
Commissions, committees and councils outside the university (also statutory)	<ul style="list-style-type: none"> • 1986-1987 Secretary of Psychology Association (Vaal Triangle). • 1995- 2002 Member of the Training Committee, SABPP. • 1997- 2005 School Governing Body of Kosmos Pre-primary (Vice-Chairman). • 1997- 2006 School Governing Body of Kollegepark Primary School (2 terms as Chairman). • Member of District and Local Education and Training units (integrating model C, township & farm schools). • 2006-2008 Management committee: Black Management Forum Vaal Branch.
Involvement with subject societies	<ul style="list-style-type: none"> • Member of the Psychological Society of South Africa. • Member of the South African Council for Personnel Practices. • Member of the South African Institute for Management Scientists. • Management member of Vaal interests groups: Human Resources, Employee Relations & Learning & Development. • Served on the Training Committee of the South African Council for Personnel Practices. • Mentor at the South African Council for Personnel Practices (SABPP). • Supervising Psychologist for Intern-Psychologists. • Section editor SAJIP (2010-14) • Editorial Board SAJIP (2015-) • SIOPSA Scientific Review Board (2013) • Audit panel for SABPP (CUT: 2014). . • Audit panel – external US, 2024
Supervising Psychologist for Industrial Psychology Interns	<p>Completed as a Supervising Psychologist</p> <ul style="list-style-type: none"> • M. Jordaan (Rand Water) • B de Villiers (Gencor) • J. Swemmer (SAPPI) • D.N. Kotze (Alpha cement) • Y. de Beer (Vaal Triangle Technicon) • S. Britz (P U for CHO) • S. van Huyssteen (SWISS Re) • L. Knott (NWU) • C. O’Kennedy (NWU) • M.R. Kubayi (VUT, Sentech) • R.J. Morabe (NWU, Natref)

- S. Smit (NWU)
- J Bekker (Indgro Holdings)
- J Bosman (NWU)
- E Viljoen (Botha) (NWU)
- G. Schreiber (Nampak)
- L. Linde (Eskom)
- M. de Beer (Sasol)
- J. Palo (Isacor)
- R.M. Oosthuizen (Boksburg Local Authority)
- L v Schalkwyk (Sasol)
- M Cloete (Sasol)
- E van Zyl (Sasol)
- F Rani (Sasol)
- M Cooks (Sasol)
- D Grant (Business Connection)
- J Ramakau (Cape Gate)
- L Botha (Transman)
- Marelize van Eck (Everite & Knott O'Kennedy)
- L Pretorius (Sasol)
- Mari van Wyk (Sasol)
- Petru Kriese (Omnia/Sasol)
- Puleng Mofokeng (Transnet)
- M Kitching (Business Connection)
- Rachel Lane (NWU)
- Erica Maree (Omnia)
- Magriet Bonnet (Sasol)
- Ena du Toit (Sasol)
- Lize Bam (Sasol)
- G Schlemmer (NWU)
- Janet Oosthuizen (ABI)
- Lize Rothner (Standard Bank) - 2010
- Sonja Joubert (Sasol)
- A Wahl (ABI/NWU)
- I Lotter (ArcelorMittal)
- J vd Berg (ArcelorMittal)
- N Chidyamakono (ArcelorMittal)
- L v Zyl (NWU)
- N Botes (ODS)
- J Oosthuizen (NWU – Potchefstroom) - 2011
- G Schultz (Psychology at work)
- C Downes (Bombardier)
- J Higgs (Government) -2012
- F de Beer (VIP)
- Elette vd Berg (Eskom/Sasol)
- N Tabiri (ABSA) 2012/3
- K Jooste (CTI) 2012/13
- Y Coetzee (CAE mining) 2012/13
- N Booth (IRCA) 2013/4
- J Kruger (SASOL) 2013/4/5
- M Willemse (NWU)
- L Theron (BIOSS)
- C Rose (ICAS)

	<ul style="list-style-type: none"> • G Ehlers (ATA, Nissan) • C Kasuto (NamPower, Namibia) • L Pillay (ATA 2019) • C Niemann (UOFS) 2019 • K Musi (NBL 2020) • I Putter (Eskom 2021) • V Rossouw (fitt talent 2023/4) • C du Plessis (fitt talent 2023/4) • V van Blerk (ABSA 2023/4) • <p>In Process</p> <ul style="list-style-type: none"> • A de Coning (JvR 2020) Cancelled • J Pelser (2024/5) • A Strydom (Nando's 2024/5)
Mentor for SABPP	<ul style="list-style-type: none"> • J Ramakau
Mentor at UFS	<ul style="list-style-type: none"> • S Chamiza (2023; 2024) • Masters students -Potchefstroom (2023; 24)

SUBJECT MATTER EXPOSURE AND APPEARANCES	
Participation in International conferences	The empowerment of an organisation – a practical approach. Fourth International Conference on work values and behaviour: Research and managerial application. (The international society for the study of work and organisational values) Barcelona, Spain. July 10-13, 1994.
	Participate in a workshop “The use of the TMI in team-building”, TMS – Forum Chamonix, France. September 23-24, 1995.
	The relationship between the Team Management Index and the Personality Orientation Inventory. Team Management Systems Forum, Grasmere, UK. July 1996.
	Rainbow Teams in S.A. World of Teams conference, TMS International. Melbourne, 2-3 March 1998.
	Rainbow Teams in S.A. World of Teams conference, TMS International. Sydney, 5-6 March 1998.
	Team Leadership in South Africa. The Tenth European Congress on Work and Organisational Psychology, Prague, 16-19 May 2003.
	Sauer, D., Buitendach, J.H., & Stander, M.W. Psychological empowerment and job insecurity in a steel-manufacturing environment. Poster presented at the 5 th International Conference of Psychology and Health, Kerkade, Netherlands. May 10, 2004.
	Buitendach, J.H., Stander, M.W., & Sauer, D. Psychological empowerment and job insecurity in a steel-manufacturing environment. 28 th International Congress of Psychology, Beijing, China. August 10, 2004.
	Sauer, D., Stander, M.W., & Buitendach, J.H. Cultural differences in the experience of psychological empowerment and job insecurity in a steel-manufacturing environment. Paper presented at the XVII Congress of the International Association for Cross-Cultural Psychology, Xi'an, China, August 10, 2004.

	Stander, M.W. The relationship between Psychological Empowerment and Job Satisfaction in different industries in South Africa. Paper presented at the 12 th European Congress of Work and Organizational Psychology, Istanbul, Turkey, May, 14, 2005.
	Stander, M.W. & Hunter, B. Psychological Empowerment: The role of leadership and role clarity. Paper presented at the Third International Business Conference, Mazizini, Zanzibar, 15 & 16 September 2009. ISBN 978-0-620-44352-4
	Stander, M.W. & Stander, A.S. Retention of talent: do people really leave managers? Paper presented at the Fourth International Business Conference, Vic Falls, Zambia, 13 & 14 October 2010. ISBN 978-0-620-47495-5
	Heyns, M.M. & Stander, M.W. Management perspective on trust in a military medical health unit. Paper presented at the Fifth International Business Conference, Mauritius, 26 - 30 September 2011. ISBN 978-0-620-50265-8.
	Van Zyl, L.E. & Stander, M.W. (2012, July). Coaching Africa: A Strength based systems approach towards coaching in a multi-cultural society. In A-R Le Roux (Chair), <i>the application of evidence-based approaches in coaching psychology</i> . Symposium conducted at the 30 th International Congress of Psychology, Cape Town, South Africa.
	Van Zyl, L.E. & Stander, M.W. (2012, July). A Strength based systems approach towards work place and executive coaching in a multi-cultural society. Paper presented at the 21 st Conference of the International Association of Cross-Cultural Psychology, Stellenbosch, South Africa.
	De Villiers, J.R. & Stander, M.W. (2012, July). Psychological empowerment, work engagement and turnover intention: The role of leader relations and role clarity in a financial institution. Paper presented at the 30 th International Congress of Psychology, Cape Town, South Africa.
	Zikalala, D. & Stander, M.W. (2012, July). Leader empowerment behaviour in selected organisations in South Africa. Poster presented at the 30 th International Congress of Psychology, Cape Town, South Africa.
	Stander, M.W. & De Klerk, S. (Nov 2013). Leadership empowerment behaviour, work engagement and turnover intention: The role of psychological empowerment. Paper presented at the 2nd International Conference: Positive Organisational Management, Torun, Poland.
	Stander, M.W., Latif, J. & Nel, T. (July 2014). Positive leadership, work engagement and satisfaction with life: The role of psychological empowerment. Paper presented at the 28 th International Congress of Applied Psychology, Paris, France.
	Van Zyl, L.E., & Stander, M.W. (July 2014). Caring for the caregiver: Affect, psychological meaningfulness, work engagement, life satisfaction, and flourishing of industrial and organisational psychologists in South Africa. Research paper presented at the 28 th International Congress of Applied Psychology in Paris, France.
	Van der Vaart, L., Rothmann, S., & Stander, M. W. (June 2015). The Validation of the Authentic Leadership Inventory (ALI). Paper presented at Fourth World Congress on Positive Psychology in Lake Buena Vista, Florida, USA.
	Stander, F. W., De Beer, L. & Stander, M. W. (April 2016). Staff burnout amongst South African Public Hospitals: Proposing Positive Psychological Resources as a mitigation strategy. 12 th Conference of the European Academy of Occupational Health Psychology in Athens, Greece.
	Stander, M. W., Van Zyl, L. E., & Nel, E. (July 2016) Exploring the professional identity of Industrial Psychologists within the South African context. Paper presented at the 31 st International Congress of Psychology, Yokohoma, Japan.

	Stander, M. W., Van Zyl, L. E., & Jorgenson, L. (July 2016) Training emerging psychologists as multi-cultural contextual coaches. Paper presented at the 31 st International Congress of Psychology, Yokohoma, Japan.
	Stander, A. S. & Stander, M. W. (22-23 September 2016). Retention of Educators: The role of leadership, empowerment and work engagement. Paper presented at the International conference on Social Sciences, Cape Town, South Africa.
	Els, C., Liversage, H., & Stander, M. W. (August 2017) Talent recruits' needs and expectations of universities in South Africa. Poster presented at the APS 12th Industrial and Organisational Psychology Conference, Sydney, Australia.
	Botha, E., Van Zyl, L. E., & Stander, M. W. The mental health of industrial and organisational psychologists within Southern Africa. Paper presented at the 1st Pan-African Psychology Congress, Durban South Africa, 18 – 21 September 2017.
	Stander, M.W., Zikalala. D., & Stander, A.S. Leadership Empowerment as a positive leadership style: A psychometric evaluation. Paper presented at the 11 th International Business Conference, Dar-Es-Salaam, 24- 27 September 2017.
	Stander, F. W., Stander, M. W., du Toit, D. H., & de Beer, L. Beyond leadership assessment and development: The power of Talent Development Centres. A case study from a major global energy company. Symposium presented at the 11 th International Business Conference, Dar-Es-Salaam, 24- 27 September 2017.
	Stander, F. W., Stander, M. W., du Toit, D. H. & Rothmann, I (Jnr). The power of TDC: Talent development centres as hybrid tools for assessment and readiness development. Sabic Global Human Resource Conference, Riyad Saudi Arabia, 14 – 16 October 2017.
	Stander, M.W., Van Dyk, M., & Stander, A.S. The manager as people developer: Some individual and organisational outcomes. Paper presented at the 12th International Business Conference, Mauritius, 23 - 26 September 2018. ISBN 978-0-6399779-0-4 pp. 1407-1428 (Second runner-up for Best paper award).
	Maximo, N. Stander, M. W., & Coxen, L. Authentic Leadership and Work Engagement: The indirect effects of Psychological Safety and Trust in Supervisors. Poster presented at the 19th EAWOP Conference, Torino Italy, 29 May – 1 June 2019.
(33)	Stander, M. W, & Stander F. W. Global Leadership Development: A Talent Development Centre as a Hybrid Succession Planning and Leadership Development Methodology. Paper presented at the 19th EAWOP Conference, Torino Italy, 29 May – 1 June 2019.
	Van Zyl, L.E., Roll, L., Stander, M. W., & Richter, S. A positive psychological coaching approach towards people development. Invited Paper presented at the 4th Annual International Labour Forum, St. Petersburg, Russia. February, 2020.
	Roll, L. C., Stander, M. W. & De Witte, H. Quantitative and Qualitative Job Insecurity in Higher Education: Evidence on Underlying Factors and Buffering Effects from a 10 Country Research Project. Symposium presented at the 14th European Academy of Occupational Health Psychology Conference, Nicosia-Cyprus. 6 - 8 April 2020. (Accepted: <i>Postponed due to Covid-19</i>)

	<p>Beukes, L. E, Stander, M. W., Els, C. & De De Beer, L. Strengths use, deficit improvement and intention to leave: The role of psychological empowerment and work engagement amongst educators. Poster presented at the 14th European Academy of Occupational Health Psychology Conference, Nicosia-Cyprus. 6 - 8 April 2020.</p> <p>(Accepted: Postponed due to Covid-19)</p>
	<p>van Zyl, L. E., Roll, L. C., Stander, M. W. & Richter, S. Developing people we want to work with: a positive psychological coaching approach. Symposium presented at the 10th European Conference on Positive Psychology, Reykjavik, Iceland. 24 - 27 June 2020.</p> <p>(Accepted: Postponed due to Covid-19)</p>
	<p>Roll, L. C., Stander, M. W. & van Zyl, L. E. Developing flourishing students: evidence-based positive psychological interventions aimed at enhancing mental health. Paper presented at the 10th European Conference on Positive Psychology, Reykjavik, Iceland. 24 - 27 June 2020.</p> <p>(Accepted: Postponed due to Covid-19)</p>
	<p>Towsen, T., Stander, M. W. & Van Der Vaart, L. Authentic leadership, psychological empowerment, role clarity and work engagement in a South African mining organisation. Paper presented at 32nd International Congress of Psychology. Prague, Czech Republic. 19-24 July 2020.</p> <p>(Accepted: Postponed due to Covid-19)</p>
	<p>Van Der Vaart, L., Towsen, T., & Stander, M. W. Authentic leadership, psychological empowerment, role clarity and work engagement in a South African mining organisation. Paper presented at 32nd International Congress of Psychology. Prague, Czech Republic. 18-23 July 2021.</p>
	<p>Van Zyl, L. E., Roll, L. C., Stander, M. W. & Richter, S. Developing people we want to work with: A positive psychological coaching approach. Symposium presented at the 10th European Conference on Positive Psychology (ECP), Reykjavik, Iceland. July 2022.</p>
	<p>Standar, M. W., Viljoen, M. & Mnixuma. S. "Can airline captains create psychological safe work environments while ensuring safe travel?" Paper presented at 17th European Congress of Psychology. Ljubljana, Slovenia. 5-8 July 2022.</p>
	<p>Jiang, L., Debus, M., Hu, X., Lopez-Bohle, S., Petitta, L., Roll, L. C., Stander, M. W., Wang, H. & Xu, X. The moderating roles of cultural value orientations in the curvilinear relationships of qualitative job insecurity with issue selling and skill development. Symposium presented at the 21st EAWOP Conference, Katowice, Poland, 24 - 27 May 2023.</p>
	<p>Du Plessis, M. & Stander, M. W. Experiences of leadership behaviours in Higher Education Institutions in South Africa. Paper presented at the 4th International Conference of the HR Division, Sun City, 3 June 2023.</p>
	<p>Singh, P., Stander, M. W. & du Plessis, M. Junior Academics' Perspectives of Leadership Behaviours at a Training and Vocational College in South Africa. Paper presented at the 16th International Business Conference, Swakopmund, Namibia, 24- 27 September 2023.</p> <p>https://internationalbusinessconference.com/publications/</p>

	Lala, A., Coxen, L & Stander, M. W. Shattering the glass ceiling in a steel manufacturing organisation: Women leaders experiences. Paper presented at the 22nd EAWOP Conference, Prague, Czech Republic, 21- 14 May 2025.
(42)	Satsha, V., Usadolo, Q., Van Der Vaart, I 7 Stander, M. W. Authentic leadership and employee performance: The role of motivation in the South African work context. Paper presented at the 22nd EAWOP Conference, Prague, Czech Republic, 21- 14 May 2025.
Papers at National conferences	Stander, M. W. The empowerment of an organisation. Second National Conference on Organisational Change and Renewal. Sandton, August 17, 1994.
	Stander, M. W. Comparing team role preferences of S.A. managers with the rest of the world; 4 th Annual PsySSA Congress, University of Cape Town. September 9, 1998.
	Buitendach, J. & Stander, M.W. Psychological strengths in a team environment; 6 th National PsySSA conference, Ceaser's convention centre, Gauteng. August 16, 2000.
	De Waal, J.J.P., Stander, M.W. & Buitendach, J.H. The readiness of supervisors for the implementation of self-directed work teams within a gold mine; SIP conference. June 8, 2001.
	Dwyer, T.C. & Stander, M. W. Empowerment within a manufacturing organisation. 13 th Annual National Conference of the Southern Africa Institute for management scientists, Stellenbosch, September 9 – 11, 2001.
	Stander, M. W. & Rugg, j. Empowerment within a university campus. 13 th Annual National Conference of the Southern Africa Institute for management scientists, Stellenbosch, September 9 – 11, 2001.
	Stander, M. W., De Wet, A. G. & Pothas, A-M. Future competencies of managers. 13 th Annual National Conference of the Southern Africa Institute for management scientists, Stellenbosch, September 9 – 11, 2001.
	Stander, M. W., De Wet, A. G. & Pothas, A-M. The varying training needs of managers after globalisation. Annual National Conference of the Operational research society of South Africa. Vanderbijlpark, September, 16, 17, 2001.
	Sauer, D, F. Stander, M. W. & Buitendach, J. H. Psychological empowerment, leadership empowerment and job insecurity within a steel manufacturing environment. 2 nd South African Work Wellness Conference. Potchefstroom, March 24-26, 2004.
	Stander. M. W. & Reynders, E. Job insecurity, psychological empowerment and work engagement in a government organisation. South African Conference on Positive Psychology. Potchefstroom, April 5-7, 2006.
	Tjeku, M. & Stander. M. W. Empowerment and Job Insecurity in a Steel Manufacturing Organisation. 10 th annual Industrial Psychology Conference. CSIR International Convention Centre, Pretoria, June 13-15, 2007.
	Nqubane, R. & Stander, M. W. Perceived Organisational Support, Role Clarity, Job Insecurity and Organisational Commitment of employees in a Petrochemical Organisation. 12 th Annual Conference Industrial Psychology Conference. CSIR International Convention Centre, Pretoria, June 10-12, 2009.

	Matla, V. & Stander, M. W. Job insecurity, Psychological empowerment and General Health of educators in the Sedibeng district. Annual EASA Conference. Quest, Vanderbijlpark, January 12-14, 2010.
	Standar, M. W. & Mendes, F. Positive Organisation: The role of leader behavior on engagement and retention. Annual SIOPSA Conference. The Campus, Sandton, July 29-30, 2010.
	Van Zyl, L & Stander, M. An analytical strengths-based system approach towards coaching. Annual SIOPSA Conference, Pretoria. July 26 – 28 July 2011.
	Van Zyl, L. E., Veldsman, T., Stander, M. W., Crous, F., Cilliers, F. & de Waal, B. The relevance of industrial psychology as a profession and a discipline in South Africa. Panel discussion at the 15th Annual SIOPSA Conference, Pretoria, South Africa. July 29 -31, 2013.
	Van Zyl, L. W., Stander, M. W. & Coetzee, E. Identity in peril: The current state of industrial psychology. 15 th Annual SIOPSA Conference, Pretoria, South Africa. July 29 -31, 2013.
	Van Zyl, L. E. & Stander, M. W. Eripiens potentia: A practical guide to human potential development through positive psychology. Pre-conference workshop at the 15 th Annual SIOPSA Conference, Pretoria, South Africa. July 29 -31, 2013.
	Van Zyl, L. E., Stander, M. W., Malan J., Guest, F. Venter, N., & Jorgenson, L. Watering down the profession: The case of the Industrial Psychologist intern. Panel discussion at the 15th Annual SIOPSA Conference, Pretoria, South Africa. July 29 -31, 2013.
	Van Zyl, L. E., Coetzee, E. & Stander, M. W. An investigation into the self-perceived mental health of industrial and organisational psychologists within South Africa. 2 nd South African Positive Social Sciences Symposium – towards Thriving Youth, Vanderbijlpark. October 28 & 29, 2013.
	Standar, M. W. & Van Zyl, L.E. Developing young leaders: A strengths-based coaching approach. 2 nd South African Positive Social Sciences Symposium – towards Thriving Youth, Vanderbijlpark. October 28 & 29, 2013.
	Bester, J., Stander, M. W., & Van Zyl, L. E. Leadership empowerment, organisational citizenship behaviour and turnover intention in a manufacturing division. Research paper presented at the 16th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2014.
	Van Zyl, L. E., & Stander, M. W. The value of a man is judged by the quality of his abstract: Best practice abstract guidelines for the SIOPSA Annual Conference. Pre-conference workshop presented at the 16th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2014.
	Van Zyl, L. E., Stander, F. W., & Stander, M. W. Happiness at work: An practical introduction to positive psychological intervention strategies aimed at human potential development. Workshop presented at the 21st SA Psychology Congress, Johannesburg. 15-18 September 2015.
	Sepeng, W., Stander, M.W., & Van der Vaart, L. Authentic leadership, organisational citizenship behaviour and intention to quit: The role of psychological capital. Symposium presented at the 17th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2016.
	Coxen, L., Van der Vaart, L., & Stander, M.W. Authentic leadership and organisational citizenship behaviour in the public health care sector: The role of workplace trust. Symposium presented at the 17th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2016.

	De Coning, J., Stander, M. W., Rothmann, S. & Veenhoven, R. Does good pay compensate for a dissatisfying job? The relationship between wage practices, job satisfaction and life satisfaction. Research paper presented at the 17th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2016.
	Viljoen, C., Du Toit, D. H., & Stander, M. W. Exploring the coachee's expectations and experiences of the coaching relationship. Research paper presented at the 18th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2017.
	Ebrahim, A., Stander, M. W., & Stander, F. W. Authentic leadership, trust and work engagement amongst health care workers. Research paper presented at the 18th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2017.
	Malinga, K., Stander, M. W. & Nell, W. A critical review on conceptualisations of positive leadership: Towards an integrated definition. Research poster presented at the 19th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2018.
	De Beer, L. T., Van Der Vaart, L. & Stander, M. W. Deconstructing the factor structure of authentic leadership in the context of exhaustion and work engagement using exploratory structural equation modelling. Research poster presented at the 19th Annual Society of Industrial / Organisational Psychologists Conference, Pretoria. July 2018.
	Standar, M. W. et al. (Convenor: S Schlebusch). Universities' role in enabling assessment centre competence. Symposium conducted at the 19th Annual ACSG Conference, Somerset West. 11- 15 March 2019.
	Standar, M. W., Standar, F. W. & Roll, L. Global Leadership Development: The Power of Talent Development Centres, a Case Study across the Globe. Symposium conducted at the 19th Annual ACSG Conference, Somerset West. 11- 15 March 2019.
	Mnxuma, S. & Standar, M. W. Authentic leadership and safety consciousness: The role of psychological empowerment and psychological ownership at a South African mine. Research paper presented at the 20th Annual Society of Industrial / Organisational Psychologists conference, Pretoria. July 2019.
	Jansen Van Vuuren, S. Standar, M.W. & Roos, V. Experiences of women underground in South African Mines. Paper presented at the 21st Annual Society of Industrial / Organisational Psychologists Conference, Virtual. 1 – 3 December 2020. Won the Best Paper award at Conference.
	Botha, M.N Latif, J. & Standar, M. W. Utilising Virtual Reality Assessments in the Workplace: What do we Know? Paper presented at the 22nd Annual ACSG Conference, Somerset West. 9 - 11 March 2022.
(37)	Botha, M.N Latif, J. & Standar, M. W. Utilising virtual reality assessments in the workplace: Exploring the perceptions of psychometrists and industrial psychologists – the final results. Paper presented at the 23rd Annual ACSG Conference, Virtual. 15 - 17 March 2023.
Other papers	Standar, M. W. The art of networking. Paper presented at the 1 st Postgraduate summit on human resource sciences: Industry meets academia. Potchefstroom, 16-17 August 2017.
	Standar, M. W. The art of networking. Paper presented at the 2nd Postgraduate summit on human resource sciences: Industry meets academia. Vanderbijlpark, 12-13 July 2018.
Global Courses/	Accreditation for the use of the “Team management profile” and the “Types of work profile”. TMS development international York, UK June 1992.

Workshops attended	Influencing skills workshop Dick McCann, TMS Australia York, UK September 19-20, 1995.
	Masters accreditation programme – Team Management Systems TMS development, international York, UK. October 1996.
	Participated in workshop “Happiness research project for Southern Africa”, Swakopmund (Namibia), 25 September 2009.
Foreign visits	Attended various training instances in Belgium, as well as outplacement consultants and management development specialists in the UK and Belgium (1990).
	Attended aluminium smelter in France – Self-directed teams (1993).
	Visited the University of Twente and VU, Netherlands. Investigation of Management Development of Academic managers (August 1997).
	Attended a chemical business in Belgium about assessing and development of people.

INTERNAL EXAMINER (excluding own students)	
1987	M.Com; F.R. Sullivan; Die ontwikkeling van ‘n oriënteringstelsel vir swart werkers in die mynboubedryf. (The development of an orientation system for black workers in the mining-industry); PU for CHE.
1987	M.Com; N.E.S. van Pletzen; Die ontwikkeling van ‘n psigometrie se keuringstelsel vir die Staatspresidentswag tydens indiensneming. (The development of a psychometric testing system for the State Presidents Watch during employment); PU for CHE.
1987	MA; G.P. Fourie; Die evaluering van ‘n opleidingsprogram in die besigheidsbeginsels van laer vlak swart werknemers in ‘n staalpypervervaardigersbedryf (The evaluation of a training program about business principles of lower level black employees within a steel-pipe manufacturing industry); PU for CHE.
1992	MA; P.A.J. Botha; ‘n Vergelykende studie van koöperatiewe leer by die opleiding van vakleerlinge in ‘n chemiese bedryf. (A comparative study of corporate learning in the training of apprentices in a chemical industry); PU for CHE.
1993	MA; W.A. Strydom; Evaluering van ‘n opleidingskursus in bestuursbeginsels en tegnieke vir eerstelyntoesighouers by ‘n Suid Afrikaanse landboukoöperasie. (The evaluation of a training course in management principles and techniques for <i>first line supervisors</i> within a South African agricultural industry); PU for CHE.
1993	M.Com; M.J. de Beer; Die evaluering van ‘n afrigtingskursus binne ‘n chemiese bedryf. (The evaluation of a coaching course within a chemical industry); PU for CHE.
1997	M.Com; E. Esterhuizen; Die validering van ‘n keuringsbattery vir sekuriteitsbeamptes in die goudmynbedryf. (The validation of a testing battery for security officers in the gold-mine industry); PU for CHE.
1997	MA; H.H. Veldman; Die evaluering van ‘n toesighouerskursus binne die stadsraad van Potchefstroom. (The evaluation of a supervisor course within the town council of Potchefstroom); PU for CHE.
1997	M.Com. Heidi Page; The female entrepreneur in the informal sector; PU for CHE.
1998	M.Com; L.H. Linde; Senior bestuurder in ‘n openbare nutsmaatskappy se belewing van loopbaanontwikkeling. (A senior manager’s experience of career development within a public utility company); PU for CHE.
1998	MA; M.J.C. Olivier; Die stimulerende van ‘n interne lokus van beheer by werknemers in ‘n vervaardigingsbedryf. (The stimulation of an internal locus of control in workers within a manufacturing business); PU for CHE.
1998	MA; S. Meyer; Die uitwerking van entrepreneurskapsopleiding op die beroepsverwagtinge van universiteitstudente. (The effect of entrepreneurship training on the career expectations of university students); PU for CHE.
1999	MA; Alda. U. le Roux; ‘n Bevoegdheidsprofiel van ‘n bemarkingsbestuurder in die motorvervaardigingsbedryf. (A competency profile of a marketing manager in the motor manufacturing industry); PU for CHE.

1999	MA; Anna Cornelia Strydom; Die bepaling van leierskapbevoegdhede in die verpleegberoep – 'n fenomenologiese studie. (The determination of leadership competencies in the nursing profession – a phenomenological study); PU for CHE.
1999	MA; L. v.d. Venter; 'n Bevoegdheidsprofiel van 'n masjienoperator in 'n hoëspoedverpakkingsaanleg. (A competency profile of a machine operator within a high-speed in a packing plant); PU for CHE.
1999	MA; D.A. Els; Die Stimulering van die interne lokus van kontrole by werknemers binne 'n finansiële instelling. (The stimulation of an internal locus of control with regard to workers in a financial institution).
2000	M.Com; H.D. Lochner; Die verband tussen psigologiese kragte en werkstevredenheid van werknemers in 'n vervaardigingsbedryf. (The relationship between psychological strengths and job satisfaction of employees in a manufacturing industry); PU for CHE.
2000	M.Com; E.M. Rawlins; Kliëntoriëntasie van verkoops personeel binne 'n kleinhandelwinkelgroep. (Client-orientation of sales staff within a retail group); PU for CHE.
2000	MA; J.P. Fouche; Expectations on empowerment in a steel industry; PU for CHE.
2001	MA; S. Jordaan; Organisasiekultuur in 'n afdeling van 'n openbare nutsmaatskappy. (Organisational culture in a department of a public utility company); PU for CHE.
2001	MA; M.A. Hancke; Die organisasiekultuur van 'n Suid-Afrikaanse polisiediensstasie. (The organisational culture of a South African police station); PU for CHE.
2002	MA; D.R. Heymans; The relationship between job insecurity, job satisfaction and organisational commitment of maintenance workers in a parastatal; NWU.
2002	MA; L.M. de Jager; Burnout, stress and coping in the South African Police Service in Gauteng; North West University.
2003	MSc; A. Vorster; The implementation of virtual teams: a theoretical framework; North-West University.
2003	MA; M.M. Moeletsi; Psychological empowerment, job satisfaction, organisational commitment and job insecurity in divisions of a packaging organisation; North-West University.
2005	MA; M. Labuschagne; Job insecurity, job satisfaction and work locus of control of employees in a government organisation; North-West University.
2005	MA; N Manaba; Occupational stress and ill health of Correctional Service workers.
2005	M.Com; A J H Pieterse; Work-related wellbeing in sector education training authorities.
2005	M.Com; A C Jorge; The relationship between job insecurity, organisational citizenship behaviours and affective organisational commitment.
2006	M.Com; G Shreiber; Job insecurity, job satisfaction and individual attitudes: the impact of work locus of control and resilience.
2006	MA; Leach, R. J; Job insecurity, resilience and general health of motor-trade employees.
2007	MA; Ramakau, J. L. The relationship between job insecurity, job satisfaction, affective organisational commitment and work locus of control.
2007	MA; Malindi, G. B. Optimism, Resiliency and Work Engagement of employees at a university of technology.
2007	MA; Maré, Z. Leader empowerment behaviour, organisational commitment and turnover intention within the gold mining industry.
2007	MA; Cooks, M. Job insecurity, affective organisational commitment and general health: The role of work locus of control.
2008	MA; Jordaan, S. Leadership empowerment behaviour, job insecurity, engagement and intention to leave in a petrochemical organisation.
2008	M.Com; Pretorius, L. Resilience, self-efficacy and burnout of employees in a chemical organisation.
2008	MA; Puleng, C. M. Job insecurity, general health and resilience of teachers in the Sedibeng West District.

2008	MA; Maree, E. Predicting work-related flow in the chemical industry.
2008	PhD; Buys, C. The wellbeing of ministers in South Africa.
2008	MA; Van Rooyen, L. Managing artisan retention.
2010	MA; Masia, U. The relationship between work stress and job insecurity with workplace safety compliance, job satisfaction and commitment in a mine.
2012	PhD; De Waal J.J.P: The role of positive organisational behaviour in employee self-development and organisational outcomes.
2012	PhD; Van Zyl, L.E: The development of positive psychological interventions aimed at happiness.
2012	M.Com; Mulder, G. The evaluation of a frame-of-reference training programme for assessors of assessment centres.
2013	MA; Coetzee, Y. Intercultural experiences of organisational coaches in South Africa.
2013	M Admin (Mafikeng); Magolego, H. M. The relationship between talent management, job satisfaction and job performance in a local government department.
2013	PhD; Jacobs, M. Job insecurity: Assessment, causes and consequences in a South African gold mining group.
2014	M.Com; Paver, R. Adapting and validating the strengths use and deficit improvement questionnaire for educators in South Africa.
2014	PhD; Asiswe. A model of work-related wellbeing of workers in a SA agricultural organisation.
2015	MA; Badenhorst, C. Supervisor behaviour, psychological need satisfaction, employee engagement and intention to leave.
2015	M.Com; Van Jaarsveld, W. Testing a leadership model among managers in a corporate environment.
2016	PhD, Amunkete, S. L. N. Psychological Capital in Namibian state-owned enterprises: Measurement, antecedents and outcomes.
2016	M.Com; Mphahlele, K. P. Investigating strengths and deficits to increase work engagement: A longitudinal study in the mining industry. NWU Potchefstroom.
2017	PhD; Van Rensburg. Flourishing of academics in universities of technology. NWU Vaal.
2018	M Com; Landers, H. Exploring the experiences of a character strengths training programme on group work among postgraduate Industrial Psychology students.
2018/9	PhD; Mohamed, F. E. Thriving of academics in higher education institutions: A strengths-based approach. NWU Vaal.
2019	M Com; Niemann, C. Mental health of South African industrial psychologists: Results of latent profile analysis.
2020	PhD, Psychology; Marais-Opperman, V. Stress, coping strategies, perceived personal control and wellbeing at work of teachers.
2021	MA; Magano, K, D. Investigating change fatigue, burnout, work engagement, organisational commitment, and turnover intention in the South African insurance industry.
2022	M Com. Jackson, L. Investigating the relationship between moral leadership, employee motivation and employee attitudes within a South African state-owned enterprise. Dissertation.
2022	M Com. Steurer, M. Managerial expectations of graduate employability attributes: An exploratory study. Dissertation.
2024	M Com; Clements, S. The Organisational Culture Questionnaire: Validation within selected South African manufacturing organisations.
2024	M Com; Horn, W. Investigating the role of managerial work passion in the relationship between organisational justice and job satisfaction within a Namibian private sector company.
Total (64)	

PhD (9)	
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EXTERNAL EXAMINER	
1989	M.Com; J.P. Swart; Bestuursontwikkelingsbehoefte by kleurling-toesighouers. (Management developmental needs with regard to coloured supervisors); UNISA.
1992	M.Com; D. Marshall; Selfhandhawing en interne lokus van kontrole as determinante van sukses in 'n keuringsonderhoud. (Self-maintenance and internal locus of control as determinants in a selection interview); UNISA.
1995	M.Admin; H.J. Cilliers; Trainer competency and psychological optimality; UNISA.
2000	MA; H.L. Roythorne-Jacobs; The experience of non-coping on middle management level; UNISA.
2005	M.Admin; E.M. Ganyane; Gender differences in salutogenic functioning in military deployment; UNISA.
2007	MA: Mtsweni; Salutogenic functioning amongst university administrative staff; UNISA.
2008	DPhil; J van Wyk; Utilising a 360 leadership assessment questionnaire to design a leadership model. UP
2008	M.Com; N Hurter: The role of efficacy and employee commitment. UNISA.
2010	MA; L Shane: Development and validation of a measure that examines attitudes towards-HRM practices. UNISA.
2009	M.Com; Fertig. The incremental validity of a Situational Judgement Test (SJT) relative to personality and cognitive ability to predict managerial performance. US.
2010	M.Com; J d Plooy: The work engagement – burnout continuum as predictor of turnover intentions. UJ.
2010	M.Com; T C Mtetwa: The role of career management in retaining employees in organisations. UFH
2010	M PHIL; S Kolsch: Spatial orientation in relation to the reliability of a questionnaire measuring affect. UJ.
2010	M; C Naicker: The impact of Work-related Social Support on Job Satisfaction and Organisational Citizenship Behaviour of Educators at Well-functioning Schools in the Greater Durban Area. UKZN.
2011	M.Com; A Pretorius: 'n Beskrywende-Diagnostiese ondersoek na voorkoms van stress onder wingerdprodusente in die Wes-, en Noordkaap. US
2011	M.Com; H Ngirande: The psychological impact of downsizing on employee survivors in the manufacturing industry: a study of selected industries in the Buffalo city municipality, Eastern Cape province, South Africa. UFH.
2011	M.Com. E de Beer: The influence of introversion/extroversion on leadership assessment with behaviour observation. UP
2012	PHIL; J De K Steyn: An assessment of the process of student evaluation of teaching effectiveness. UJ.
2012	M Com. M B Jackalas: The relationship between employee motivation and corporate culture. UNISA.
2012	M Phil. H Steenkamp: Profiling coaching in South Africa. UJ.
2013	M.Com; Matthews, S. The relationship between emotional intelligence and self-efficacy amongst primary school teachers in the Western Cape. UWC.
2013	D Phil; Brits, D. W. Building and validating a competency model delivered by a corporate university. UJ.
2013	M.Com; Harry, J: Talent Management versus Strategic Human Resource Management. A case of evolution or revolution? UCT.
2014	M Com; Wolhuter, W. A. Work engagement within the sporting goods industry. UWC.

2014	M Com; Aucamp, L. The influence of transformational leadership on trust, psychological empowerment, and team effectiveness. US.
2014	M Phil; Hendriks, M. The effect of storytelling on self-awareness. UJ.
2014	M Phil; Segal, K. M. Industrial psychological perspectives regarding labour unrest in the South African mining sector. UJ.
2014	PhD; du Plessis, M. The relationship between authentic leadership, psychological capital, followership and work engagement. UWC.
2014	PhD; Bvuma, S. V. A model of shared leadership in local government. UNISA.
2015	M.Com; v Deventer, M. The development and empirical evaluation of a work engagement structural model. US.
2015	PhD; Maloa, F. Development of an executive compensation framework for SA state-owned enterprises. UNISA.
2015	PhD; Dippenaar, M. The impact of coaching on the emotional intelligence of leaders in a financial services company. UP.
2015	PhD; Mitonga-Monga, J. The effects of the ethical context and behaviour on job retention and performance-related factors. UNISA.
2015	M.Com; Du Toit, M. The influence of leader integrity on ethical leadership, interactional justice, leader trust and counterproductive work behaviour. US.
2016/7	PhD; Swart, C. Innovation team members: Emotive outlook and profile comparisons. UCT.
2017	PhD; Diedericks, J. C. Positive work and organisational psychological functioning of academics in the open distance learning work environment. UNISA.
2017	PhD; Bezuidenhout, M. L. The relationship between CEO remuneration and company performance in South African state-owned entities. UNISA.
2017	M Com; Motaung, L. L. Maternity and paternity leave and career progression of black African woman in dual-career couples. UJ.
2017	M Phil; Booysen, M. M. Journeys of becoming and being a coach: metaphorical perspectives. UJ.
2017	M Com; Hodgkinson, G. The mental model of a leader that flourishes in complex and turbulent contexts. UJ.
2017	M Phil; Retief, L. Talent management during mergers and acquisitions in emerging countries. UJ.
2018	M Com; Brynard, C. E. Development of the leadership behavioural scale. US.
2018	M Com; Okongo'o, B. A. Factors supporting the learning of retail banking information and communication technology systems: A western Kenyan region perspective. UNISA.
2019	PhD; Norden. B. Executive coaches' work experiences through a wellbeing and value lens. WITS.
2019	M Com; Evert, J. A performance management system in a warehousing and distribution organisation. UJ.
2020	M.Com; Thabisa, S. The relationship between authentic leadership, psychological empowerment, work engagement and team effectiveness. US.
2020	D Phil; Vilakati, V. M. Translating leadership and business goals towards the advancement of Africa. UJ.
2020	M Phil; Ramdenee, N. The role of corporate social responsibility perceptions and perceived employer brand on organisational attractiveness. UCT.
2020	M Com; Jardim, J-J. Work-School Conflict and Working Students - The Impact of Type of Employment on Academic Outcomes. UCT.
2020	M.Com; White, M. An intervention study to investigate development centres as an avenue to improve the self-efficacy of university graduates. UWC.
2021	PhD; Nde, A.A. The Effects of Authentic Leadership, Moral Potency, and Leadership Virtues on Ethical Leadership Among Managers Working in Financial Sector Organisation. UFS.

2021	M.Com; Titus, M. the relationship between emotional intelligence and emotional regulation and its impact on leader-member exchange, work engagement and burnout. UWC.
2021	DPhil; Dartey-Baah, S K. The relationship between project complexity and project success and the moderating effect of project leadership styles and roles in the construction industry of an emerging economy. US.
2021	DBA; Smit, H. An integrated framework for the development of leadership integrity in business school students. US.
2021	PhD; April, R. A strategic management framework for effective and positive affirmative action in the South African banking sector. UJ.
2022	PhD; Mvana. N. S. W. Toward evaluating psychological factors in the construction of a retention model for black african teachers. UNISA.
2022	PhD; V D Bank. Psychological appraisal in personal engagement: the influence of mindsets. US
2022	PhD; Melaletsa, M M Employee perceptions of organisational development interventions: implications for design and performance. UJ.
2023	M Com; Klaas, L. An exploration into how COVID-19 shaped organisational reward systems across international contexts: a multiple case study. UCT.
2024	M Phil; Gumbi, M P. Strategies to enhance mid-women leaders' trajectory to top leadership positions in the commercial banking sector. UJ
2024	PhD; Zwane, N. N. Investigating the role of managerial work passion in the relationship between organisational justice and job satisfaction within a Namibian private sector company. UNISA
2024	M Phil; Manamela, T. The influence of leadership and job crafting on work engagement. UJ
2025	M Admin; C v Rooyen. Investigating The Effects of Role Identification and Team Cohesion on Staff Turnover: The Moderating Role of Organisational Support and Employee Well-being. UWC.
2025	PhD; Bolozan, M. A. The discovery and pursuit of a leadership quest — an exploratory study. IEDC-Bled School of Management, Slovenia.
2025	UNISA.
Total (63) PhD (19)	

2025-04-30