

CURRICULUM VITAE

Prof Marissa Brouwers

2024

1. GENERAL INFORMATION

1.1 Full name	Marissa
1.2 Surname	Brouwers
1.3 Maiden name	De Klerk
1.4 Identity number	8210010371083
1.5 Date of Birth	1982-10-01
1.6 Gender	Female
1.7 Nationality	South African
1.8 Race	White
1.9 Marital status	Married
1.10 Mobile phone	+27 72 203 1972
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1.12 Private address	Post Office Box 19995, Noordbrug, Potchefstroom, 2522
1.13 Street address	120 Wynnstreet, Bailliepark, Potchefstroom, 2531

2. ACADEMIC QUALIFICATIONS OBTAINED

DEGREE	INSTITUTION	YEAR
PhD Industrial Psychology	North-West University	2014
MA Industrial Psychology (cum laude)	North-West University	2008
BA Honours Industrial Psychology (cum laude)	North-West University	2007
BPsyc Psychology (cum laude)	North-West University	2006
BA Private and Public Sector (cum laude)	North-West University	2004

3. CAREER HISTORY

POSITION HELD; INSTITUTION	DURATION
Associate Professor <i>School for Industrial Psychology and Human Resource Management, Economic and Management Sciences, North-West University, Potchefstroom</i>	January 2022-Current
Senior Lecturer <i>School for Industrial Psychology and Human Resource Management, Economic and Management Sciences, North-West University, Potchefstroom</i>	January 2014-December 2021
Lecturer <i>School of Human Resource Sciences, Economic and Management Sciences, North-West University, Potchefstroom</i>	January 2009-December 2013
Research Assistant, Full Time PhD student <i>WorkWell Research Unit, North-West University, Potchefstroom</i>	January 2008-December 2008
Wellness Consultant <i>WorkSense Wellness, North-West University, Potchefstroom</i>	January 2007-December 2008
Research Assistant, Full Time Masters student, <i>WorkWell Research Unit, North-West University, Potchefstroom</i>	January 2007-December 2007
Part-Time Lecturer <i>North-West University, Potchefstroom</i>	January 2006-December 2008
Industrial Psychology Intern <i>North-West University, Potchefstroom</i>	January 2008-December 2008

Assistant and Facilitator <i>Department of Sociology, Potchefstroom University for Christian Higher Education (PU for CHO)</i>	January 2003-December 2007
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4. PROFESSIONAL REGISTRATIONS

PROFESSIONAL BODIES	REGISTRATION	YEAR
Health Professions Council of South Africa (HPCSA)	Registered as Industrial Psychologist (PS0109126)	2009-2024
Health Professions Council of South Africa (HPCSA)	Intern Psychologist	2008
Health Professions Council of South Africa (HPCSA)	Student Psychologist	2007
Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Full member (Honorary member)	2013-2024
South African Board for People Practices (SABPP)	Chartered HR professional-Generalist (9239)	2008-2024

4.1 Other professional associations

PROFESSIONAL ASSOCIATION	ROLE	YEAR
European Work and Organisational Psychology (EAWOP)	EAWOP member	2011-2013
Psychology Student Academic Society (PRIVATUS)	PRIVATUS member	2004-2005

5. TEACHING AND LEARNING ACTIVITIES

5.1 Lecturing modes

5.1.1 Contact and Blended

YEAR	MODULE	CREDITS	CONTACT/ BLENDED	LEVEL	CAPACITY
2024	IOPP671: Research Report	30	Contact	Honours	Lecturer
	HRMA 671: Research Report	30	Contact	Honours	Lecturer
	IOPP614: Research Methodology and Data Management	16	Contact	Honours	Lecturer
	HRMA614: Research Methodology and Data Management	16	Contact	Honours	Lecturer
	IOPP874: Scientific Reasoning	16	Contact	Masters	Lecturer
	HRMA874: Scientific Reasoning	16	Contact	Masters	Lecturer
2023	IOPP671: Research Report	30	Blended	Honours	Lecturer
	HRMA 671: Research Report	30	Blended	Honours	Lecturer
	IOPP614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	HRMA614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	IOPS321: Research Methodology (Part 2)	16	Contact	Third years	Lecturer

2022	IOPP671: Research Report	30	Blended	Honours	Lecturer
	HRMA 671: Research Report	30	Blended	Honours	Lecturer
	IOPP614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	HRMA614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	IOPS321: Research Methodology (Part 2)	16	Contact	Third years	Lecturer
2021	IOPP671: Research Report	30	Blended	Honours	Lecturer
	HRMA 671: Research Report	30	Blended	Honours	Lecturer
2020	IOPP671: Research Report	30	Blended	Honours	Lecturer
	HRMA 671: Research Report	30	Blended	Honours	Lecturer
	IOPP614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	HRMA614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
2019	IOPP671: Research Report	30	Blended	Honours	Lecturer
	HRMA 671: Research Report	30	Blended	Honours	Lecturer
	IOPP614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	HRMA614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
2018	IOPP671: Research Report	30	Blended	Honours	Lecturer
	HRMA 671: Research Report	30	Blended	Honours	Lecturer
	IOPP614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	HRMA614: Research Methodology and Data Management	16	Blended	Honours	Lecturer
	IOPS321: Research Methodology (Part 2)	16	Contact	Third years	Lecturer
2017	IOPS622: Research Report	16	Blended	Honours	Lecturer
	LARM622: Research Report	8	Blended	Honours	Lecturer
	IOPS614: Research Methodology and Data Management	8	Blended	Honours	Lecturer
	LARM614: Research Methodology and Data Management	8	Blended	Honours	Lecturer
	IOPS611: Psychometrics	8	Blended	Honours	Lecturer
	IOPS321: Psychometrics and Research methodology	16	Contact	Third years	Lecturer
2016	IOPS622: Research Report	16	Blended	Honours	Lecturer
	LARM622: Research Report	8	Blended	Honours	Lecturer

	IOPS614: Research Methodology and Data Management	8	Blended	Honours	Lecturer
	LARM614: Research Methodology and Data Management	8	Blended	Honours	Lecturer
	IOPS611: Psychometrics	8	Blended	Honours	Lecturer
	IOPS321: Psychometrics and Research methodology	16	Contact	Third years	Lecturer
2015	IOPS622: Research Report	16	Blended	Honours	Lecturer
	LARM622: Research Report	8	Blended	Honours	Lecturer
	IOPS611: Psychometrics	8	Blended	Honours	Lecturer
	IOPS321: Psychometrics and Research methodology	16	Contact	Third years	Lecturer
	IOPS211: Personnel Psychology	16	Contact	Second years	Lecturer
2014	IOPS611: Psychometrics	8	Blended	Honours	Lecturer
	IOPS622: Research Report	16	Blended	Honours	Assistant Lecturer
	IOPS321: Psychometrics and Research methodology	16	Contact	Third years	Lecturer
	IOPS211: Personnel Psychology	16	Contact	Second years	Lecturer
	HRMA122: Human Resource Management	12	Contact	First years	Lecturer
2013	IOPS624: Advanced Practical Work	48	Blended	Honours	Lecturer
	IOPS611: Psychometrics	8	Blended	Honours	Lecturer
	IOPS211: Personnel Psychology	16	Contact	Second years	Lecturer
	HRMA122: Human Resource Management	12	Contact	First years	Lecturer
2012	IOPS624: Advanced Practical Work	48	Blended	Honours	Lecturer
	IOPS611: Psychometrics	8	Blended	Honours	Lecturer
	IOPS211: Personnel Psychology	16	Contact	Second years	Lecturer
	BSKT221: Personnel Psychology	16	Contact	Second years	Lecturer
	HRMA122: Human Resource Management	12	Contact	First years	Lecturer
2011	BSKP627: Advanced Practical Work	48	Blended	Honours	Lecturer
	BSKP611: Psychometrics	8	Blended	Honours	Lecturer
	BSKP623: Research Report	16	Blended	Honours	Assisted with research papers of honours students
	HRMA122: Human Resource Management	12	Contact	First years	Lecturer
	PSDT111: Professional Skills Development	12	Contact	First years	Lecturer

2010	BSKP627: Advanced Practical Work	48	Blended	Honours	Lecturer
	BSKP612: Psychological Evaluation	8	Blended	Honours	Lecturer
	BSKP611: Psychometrics	8	Blended	Honours	Lecturer
	BSKP623: Research Report	16	Blended	Honours	Assisted with research papers of honours students
	BSKP111: Introduction to Industrial Psychology	8	Contact	First years	Lecturer
2009	BSKP622: Human Capacity Building	8	Blended	Honours	Lecturer
	PSIG312: Theoretical Perspectives on support	16	Contact	Third years	Lecturer

5.1.2 Distance

YEAR	MODULE	CREDITS	LEVEL	CAPACITY
2008	BSKP617: Research Methodology	8	Honours	Assisted with research proposals and research articles
	BSKP623: Research Report	16	Honours	Assisted with SPSS Training
	BSKP351: Psychometric Evaluation	8	Third years	Part time-Lecturer
	BSKP151: Occupational Health and Safety	16	First years	Part time-Lecturer
	MHBP111: Introduction to Human Resource Management	12	First years	Part time-Lecturer
2007	BSKP151 (BTD): Occupational Health and Safety	16	First years	Part time-Lecturer

5.1.3 Modules (success rate and student evaluation)

YEAR	NAME OF MODULE	MODULE CODE	CREDITS	SUCCESS RATE	STUDENT EVALUATION
2023	Research Report	IOPP 671	30	100% pass rate	80.19%
	Research Report	HRMA 671	30	100% pass rate	
	Research Methodology and Data Management	IOPP614	16	100% pass rate	85.07%
	Research Methodology	HRMA 614	16	80% pass rate	75%
	Research Methodology (Part 2)	IOPS321	16	Pass rate	83.99%
2022	Research Report	IOPP 671	30	100% pass rate	88%
	Research Report	HRMA 671	30	100% pass rate	88%
	Research Methodology and Data Management	IOPP614	16	100% pass rate	89%
	Research Methodology	HRMA 614	16	100% pass rate	88%
	Research Methodology (Part 2)	IOPS321	16	Pass rate	79%
2021	Research Report	IOPP 671	30	100% pass rate	85%

	Research Report	HRMA 671	30	100% pass rate	90%
2020	Research Report	IOPP 671	30	100% pass rate	93%
	Research Report	HRMA 671	30	100% pass rate	86%
	Research Methodology and Data Management	IOPP614	16	100% pass rate	81%
	Research Methodology	HRMA 614	16	100% pass rate	92%
2019	Research Report	IOPP 671	30	100% pass rate	94%
	Research Report	HRMA 671	30	100% pass rate	93%
	Research Methodology and Data Management	IOPP614	16	100% pass rate	90%
	Research Methodology and Data Management	HRMA 614	16	100% pass rate	90%
2018	Research Report	IOPP 671	30	100% pass rate	92%
	Research Report	HRMA 671	30	100% pass rate	89%
	Research Methodology and Data Management	IOPP614	16	100% pass rate	95%
	Research Methodology and Data Management	HRMA 614	16	100% pass rate	88%
	Psychometrics and Research Methodology	IOPS321	16	96.8% pass rate	91%

5.1.4 Study guide/e-guide development

YEAR	MODULE	DEVELOPED
Current	IOPP874: Scientific Reasoning	Developed study guide
Current	HRMA874: Scientific Reasoning	Developed study guide
Current	IOPP614: Research Methodology and Data Management	Developed study guide
Current	HRMA614: Research Methodology and Data Management	Developed study guide
Current	IOPP671: Research Report	Developed study guide
Current	HRMA671: Research Report	Developed study guide
(2010-2017)	BSKP611/IOPS611: Psychometrics	Developed study guide
(2014-2018; current)	IOPS321: Research Methodology (Part 2)	Developed study guide
(2012-2015)	IOPS211: Personnel Psychology	Developed study guide
(2011-2014)	HRMA 122: Human Resource Management	Developed study guide

5.1.5 Curriculum and/or course development

MODULE	DEVELOPED
IOPP874: Scientific Reasoning	Developed course content
HRMA874: Scientific Reasoning	Developed course content
IOPP614: Research Methodology and Data Management	Developed course content
HRMA614: Research Methodology and Data Management	Developed course content
IOPP671: Research Report	Developed course content
HRMA671: Research Report	Developed course content
IOPS611: Psychometrics	Developed course content
IOPS321: Research Methodology (Part 2)	Developed course content
IOPS211: Personnel Psychology	Developed course content
HRMA 122: Human Resource Management	Developed course content

5.1.6 Online teaching

YEAR	MODULE	LEVEL	Online
2022	IOPP671: Research Report	Honours	Via Zoom platform
	HRMA 671: Research Report	Honours	Via Zoom platform
	IOPP614: Research Methodology	Honours	Via Zoom platform
	HRMA614: Research Methodology	Honours	Via Zoom platform
2021	IOPP671: Research Report	Honours	Via Zoom platform
	HRMA 671: Research Report	Honours	Via Zoom platform
2020	IOPP671: Research Report	Honours	Via Zoom platform
	HRMA 671: Research Report	Honours	Via Zoom platform
	IOPP614: Research Methodology	Honours	Via Zoom platform
	HRMA614: Research Methodology	Honours	Via Zoom platform
	LARM617: Research Methodology	Honours	Via Zoom platform

5.1.7 Guest lecturing

YEAR	MODULE	LEVEL	CAPACITY
2020	LARM617: Research Methodology	Honours	Guest lecturer
2019	IOPP876: Professional Industrial Psychology and Assessment	Masters	Guest lecturer

5.2 Assessments and moderation of undergraduate and postgraduate modules

5.2.1 Internal examiner/moderator

YEAR	MODULE	LEVEL	EXAMINER/MODERATOR
2023	HRMA 623: Human Resource Management Strategies	Honours	Moderator
2023	IOPP/HRMA 874: Scientific Reasoning	Masters	Moderator
2022	IOPP/HRMA 874: Scientific Reasoning	Masters	Moderator
	IOPS211 (BTD): Personnel psychology	Second years	Moderator
2021	LARM671: Research Report	Honours	Moderator
	IOPP877: Psychological Work-related Well-being	Masters	Moderator
2020	IOPP877: Psychology of Work-related Wellness	Masters	Moderator
	LARM671: Research Report	Honours	Moderator
	HRMA 122: Human Resource Management	Second years	Moderator
	IOPS211: Personnel Psychology	Second years	Moderator
2019	IOPP624: Psychometric Practical Work	Honours	Examiner
	IOPS211: Personnel Psychology	Second years	Moderator
	HRMA122: Human Resource Management	First years	Moderator
2018	IOPP624: Psychometric Practical Work	Honours	Examiner
	IOPS211: Personnel Psychology	Second years	Moderator
	HRMA122: Human Resource Management	First years	Moderator
	HRMA121: Human Resource Management Functions	First years	Moderator

2017	IOPS624:Advanced Practical Work	Honours	Examiner
	IOPS211: Personnel Psychology	Second years	Moderator
	BSKT221: Personnel Psychology	Second years	Moderator
	HRMA122: Human Resource Management	First years	Moderator
2016	IOPS624:Advanced Practical Work	Honours	Examiner
	IOPS211: Personnel Psychology	Second years	Moderator
	BSKT221: Personnel Psychology	Second years	Moderator
	HRMA122: Human Resource Management	First years	Moderator
2015	IOPS624:Advanced Practical Work	Honours	Examiner
	IOPS211: Personnel Psychology (BTD)	Second years	Moderator
	HRMA122: Human Resource Management	First years	Moderator
2014	IOPS624:Advanced Practical Work	Honours	Examiner
	IOPS111: Introduction to Industrial Psychology	First years	Moderator
	IOPS121: Occupational Health and Ergonomics	First years	Moderator

5.2.2 External examiner/moderator

YEAR	MODULE	LEVEL	EXAMINER/ MODERATOR	INSTITUTION
2023	IOP5967: Career Psychology and Well-Being	Masters	Moderator	UNISA
	IOP5966: Strategic Personnel Psychology	Masters	Moderator	UNISA
	BABA600: Advanced Business Administration (degree)		Moderator	Nelson Mandela University (Business School)
	EIR411: Theory of Labour Relations and Human Resources	Honours	Moderator	Nelson Mandela University
	EZZG411: Advanced organisational behaviour	Honours	Moderator	Nelson Mandela University
	EZZH401: Advanced Human Resources	Honours	Moderator	Nelson Mandela University
	EIU412: Selected Human Resource Issues	Honours	Moderator	Nelson Mandela University
	EIW412: Theory and Practice of Labour relations and Human Resources	Honours	Moderator	Nelson Mandela University

	EZZC402: Workplace Counselling	Honours	Moderator	Nelson Mandela University
	EZZN402: Psychometrics	Honours	Moderator	Nelson Mandela University
2022	IOP5967: Career Psychology and Well-Being	Masters	Moderator	UNISA
	IOP5966: Strategic Personnel Psychology	Masters	Moderator	UNISA
	PMA7XB2: Performance Management	Third years	Moderator	University of Johannesburg
	EIR411: Theory of Labour Relations and Human Resources	Honours	Moderator	Nelson Mandela University
	EZZG411: Advanced organisational behaviour	Honours	Moderator	Nelson Mandela University
	EZZH401: Advanced Human Resources	Honours	Moderator	Nelson Mandela University
2021	IOP5967: Career Psychology and Well-Being	Masters	Moderator	UNISA
	IOP5966: Strategic Personnel Psychology	Masters	Moderator	UNISA
	EIT411: Research Methodology	Honours	Moderator	Nelson Mandela University
	EIR411: Theory of Labour Relations and Human Resources	Honours	Moderator	Nelson Mandela University
	EIU412: Selected Human Resource Issues	Honours	Moderator	Nelson Mandela University
	EIW412: Theory and Practice of Labour relations and Human Resources	Honours	Moderator	Nelson Mandela University
	EZZC402: Workplace Counselling	Honours	Moderator	Nelson Mandela University
	EZZG411: Advanced organisational behaviour	Honours	Moderator	Nelson Mandela University
	EZZH401: Advanced Human Resources	Honours	Moderator	Nelson Mandela University
	EZZN402: Psychometrics	Honours	Moderator	Nelson Mandela University
	HRMA8X08: Diversity Management	Third years	Moderator	University of Johannesburg
	PMA7XB2: Performance Management	Third years	Moderator	University of Johannesburg
	IPSY742: Research Project	Honours	Moderator	University of Stellenbosch

2020	IOP5963: Career Psychology	Masters	Moderator	UNISA
	IOP5962: Personnel Psychology	Masters	Moderator	UNISA
	EIT411: Research Methodology	Honours	Moderator	Nelson Mandela University
	EIR411: Theory of Labour Relations and Human Resources	Honours	Moderator	Nelson Mandela University
	EIU412: Selected Human Resource Issues	Honours	Moderator	Nelson Mandela University
	EIW412: Theory and Practice of Labour relations and Human Resources	Honours	Moderator	Nelson Mandela University
	EZZC402: Workplace Counselling	Honours	Moderator	Nelson Mandela University
	EZZG411: Advanced organisational behaviour	Honours	Moderator	Nelson Mandela University
	EZZH401: Advanced Human Resources	Honours	Moderator	Nelson Mandela University
	EZZN402: Psychometrics	Honours	Moderator	Nelson Mandela University
2019	IOP5963: Career Psychology	Masters	Moderator	UNISA
	IOP5962: Personnel Psychology	Masters	Moderator	UNISA
	IPS8X05: Industrial Psychology Research Project	Masters	Moderator	University of Johannesburg
2018	IOP5963: Career Psychology	Masters	Moderator	UNISA
	IOP5962: Personnel Psychology	Masters	Moderator	UNISA
2014	IPS8X08: Research design and analysis: Quantitative research	Masters	Moderator	University of Johannesburg

5.3 Programme accreditation, evaluation, and quality assurance

5.3.1 NWU Internal Programme Evaluation (IPE) and External Programme Evaluation (EPE)

YEAR	NWU INTERNAL PROGRAMME EVALUATION (IPE)
2011	IPE – involvement as lecturer and supervisor for the programme in Industrial Psychology

YEAR	EXTERNAL PROGRAMME EVALUATION (IPE)
2023	External Programme evaluation for <i>UFS</i> undergraduate and postgraduate degrees – involved as reviewer and written report
2021	External evaluation for <i>UNISA SLP</i> (Industrial Psychology) – involved as reviewer, chair and report writer

2020 (postponed)	EPE (NWU)- involvement as lecturer and supervisor for the programme in Industrial Psychology
2019	Mock external evaluation for HPCSA accreditation preparation - involvement as lecturer and supervisor for the programme in Industrial Psychology
2009	EPE (NWU)- involvement as lecturer and supervisor for the programme in Industrial Psychology

5.3.2 Statutory body evaluations for programme accreditation

YEAR	STATUTORY BODY EVALUATIONS FOR PROGRAMME ACCREDITATION
2013	HPCSA evaluation of the Master's degree in Industrial Psychology: involvement as lecturer and supervisor for the programme in Industrial Psychology Active
2013	HPCSA evaluation of Honours degree in Industrial Psychology: involvement as lecturer and supervisor for the programme in Industrial Psychology Active
2009	HPCSA evaluation of the Master's degree in Industrial psychology: involvement as lecturer and supervisor for the programme in Industrial Psychology

6. RESEARCH ACTIVITIES

6.1 Student guidance/ supervision

6.1.1 Master's and PhD degree students completed

STUDENT	DEGREE	TITLE	ROLE	COMPLETED	GRADE
Clements, S	MCom (HRM)	Validating and assessing the Organisational Culture Scale among employees in the South African manufacturing organisation	Supervisor	2024	75% (Distinction)
Botma, A	PhD (MBA)	A conceptual model of Adult Education and Occupational Health and Safety training of mineworkers in a Mining Company	Co-Supervisor	2023	N/A
Jonker, J	MCom (HRM)	Investigating the relationship between leadership styles and job attitudes in a South African banking group	Supervisor	2023	81% (Distinction)
Jones, MM	PhD (HRM)	Supervisor and subordinate perceptions of leader-member exchange (LMX): Examining the predictors of work-family experiences	Co-Supervisor	2022	N/A
Jackson, L	MA (HRM)	Investigating the relationship between moral leadership,	Co-supervisor	2022	63%

		employee motivation and employee attitudes within a South African state-owned enterprise			
Sibanda, D	PhD (MBA)	Corporate Social Responsibility in Gold mining, a model for Klerksdorp gold mines	Co-supervisor	2021	N/A
Pretorius, L	MCom (IOP)	Family-friendly work practices and their outcomes: the mediating role of work-to-family enrichment and the moderating role of gender.	Supervisor	2020	75% (Distinction)
Paltu, A	MCom (HR)	Validation and application of the Toxic Leadership scale in the South African Manufacturing Industry	Supervisor	2020	75% (Distinction)
Els, V	MCom (HR)	Validation and investigation of the Quality of Work Life Scale within the South African manufacturing industry	Supervisor	2020	75% (Distinction)
Chelius, S	MCom (HR)	Job demands and job resources from the perspectives of hearing-impaired employees in South Africa: Exploration, development and validation	Co-supervisor	2019	75% (Distinction)
Crews, E	MCom (HR)	Validation and application of the communication style inventory scale among employees within the South African manufacturing environment	Supervisor	2018	77% (Distinction)
Van Niekerk, Wilmè.	MCom (IOP)	Assessing conflict management styles and work-related well-being of employees in higher education in South Africa	Supervisor	2015	72%
Marais, Esandrè	MCom (IOP)	The antecedents and outcomes of work-family enrichment among female workers	Supervisor	2014	77% (Distinction)

6.1.2 Supervision of Master's and PhD students still in progress

STUDENT	TITLE	ROLE	AIMED SUBMISSION
Du Plessis, V MCom (IOP)	Investigating authentic leadership and work engagement: The mediating role of transparent organisational communication and work-family enrichment among employees within the South African manufacturing industry.	Supervisor	March 2024
Botes, W MCom (IOP)	Authentic leadership and work-related outcomes	Supervisor	November 2024
Phakathi, LS MCom (IOP)	Flexible work arrangement and gender: The impact on employee attitudes in the South African public sector	Supervisor	November 2025
Beukes, C MCom (IOP)	Exploring the perceptions of work-related wellbeing of South African Accountants	Supervisor	November 2025
Khoza, K PhD (IOP)	Work-related wellbeing in the Mining Industry	Supervisor	November 2027

6.2 Publications

6.2.1 Accredited international articles published; ISI/BSS journals; DHET accredited journals

YEAR	RESEARCH PUBLICATIONS IN ACCREDITED JOURNALS	ACCREDITATION	IMPACT FACTOR
2022	Jackson, L., Lodewyk-Raliphada, R. B., Brouwers, M., & Jackson, L.T.B. Servant leadership and employee attitudes within a South African state-owned enterprise: Mediation by employee motivation. <i>Journal of Psychology in Africa</i> , 32 (6), 537-544	ISI/Scopus/DHET	0.513* (SSCI)
2021	Chelius, S., Brouwers, M., & Bouwer, B.E. The job demands scale for Hearing-Impaired Employees: Development and preliminary analysis of internal validity. <i>Journal of Psychology in Africa</i> , 1-6	ISI/Scopus/DHET	0.513* (SSCI)
2019	Crews, E., Brouwers, M., & Visagie, J. C. Transformational and Transactional Leadership effects on Communication Styles. <i>Journal of Psychology in Africa</i> , 29 (5), 421-428	ISI/Scopus/DHET	0.513* (SSCI)
2017	Van Niekerk, W. M., De Klerk, M., & Pires-Putter, J. K. Conflict management styles and work-related	ISI/Scopus/DHET	0.513* (SSCI)

	well-being among higher education employees. <i>Journal of Psychology in Africa</i> , 27 (3), 1-7.		
2015	De Klerk, M., Nel, J.A., & Koekemoer, E. (2015). Work-to-family enrichment: Influences of work resources, work engagement and satisfaction among employees in the South African context. <i>Journal of Psychology in Africa</i> , 25(6) (ISI 1433-0237)	ISI/Scopus/DHET	0.513* (SSCI)
2012	De Klerk, M., Nel, J.A., & Koekemoer, E. Positive side of the work-family interface: A Theoretical Review. <i>Journal of Psychology in Africa</i> , 22(4), 683-694. (ISI 1433-0237)	ISI/Scopus/DHET	0.513* (CiteScore)

6.2.2 Accredited national articles published; ISI/BSS journals; DHET accredited journals

YEAR	RESEARCH PUBLICATIONS IN ACCREDITED JOURNALS	ACCREDITATION	IMPACT FACTOR
2022	Schaap, P., Koekemoer, K., & Brouwers, M. Replicating the essentially unidimensional model of the MACE work-to-family enrichment scale: Going beyond goodness-of-fit indices. <i>SA Journal of Industrial Psychology</i> , 48 (0)	IBSS/Scopus/DHET	1.8* (CiteScore)
2022	Chelius, S., Jonker, B. E., & Brouwers, M. Exploring the job demands experienced by employees with hearing impairment in South Africa. <i>SA Journal of Human Resource Management</i> , 20 (0)	ISI/IBSS/DHET	0.5* (CiteScore)
2021	Koekemoer, L., De Beer, L.T., Govender, K., & Brouwers, M. Leadership behaviour, team effectiveness, technology flexibility, work engagement and performance during COVID-19 lockdown: An exploratory study. <i>SA Journal of Industrial Psychology</i> , 47 (0), a1829	IBSS/Scopus/DHET	1.8* (CiteScore)
2021	Els, V., Brouwers, M., & Lodewyk, R.B. Quality of work life: Effects on turnover intention and organisational commitment amongst selected South African manufacturing organisations. <i>SA Journal of Human Resource Management</i> , 19(0)	ISI/IBSS/DHET	0.5* (CiteScore)
2020	Paltu, A. & Brouwers, M. Toxic leadership: Effects on Job satisfaction, commitment, turnover intention, and organisational culture within the South African manufacturing industry. <i>SA Journal of Human Resource Management</i> , 18(0),	ISI/DHET	0.5* (CiteScore)
2014	Marais, E., De Klerk, M., Nel, J.A., & De Beer, L.T. The antecedents and outcomes of work-family enrichment among female workers. <i>SA Journal of Industrial Psychology</i> , 40 (1) Art. #1186, 14 pages. http://dx.doi.org/10.4102/sajip.v40i1.1186 (ISSN 0258-5200).	IBSS/Scopus/DHET	1.8* (CiteScore)
2013	De Klerk, M., Nel, J.A., Hill, C., & Koekemoer, E. The development of the MACE work-family enrichment instrument. <i>SA Journal of Industrial Psychology</i> , 39(2), 1-16. (ISSN 0258-5200).	IBSS/Scopus/DHET	1.8* (CiteScore)
2010	De Klerk, M. & Mostert, K. Work-home interference: Examining socio-demographic	ISI/IBSS/DHET	0.5* (CiteScore)

	predictors in the South African context. <i>South African Journal of Human Resource Management</i> , 7(1), 1-10. (ISSN 1683-7584).		
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*As indicated on journal website

6.2.3 Accredited international conference proceedings

YEAR	RESEARCH CONFERENCE PROCEEDING PUBLICATIONS IN ACCREDITED JOURNALS
2018	Brouwers, M. (2018, Sept). Organisational culture and organisational commitment in the South African Manufacturing Industry. Paper presented at the 12 th International Business Conference, Mauritius.
2018	Garson, S. G., Visagie, J. C., & Brouwers, M. (2018, Sept). Employees' perceptions of automation and machines, and how it affects their relationship at work. Paper presented at the 12 th International Business Conference, Mauritius.
2015	Linde, H.M., Visagie, J.C., & De Klerk, M. (2015, Sept). Clarity and trust: perceived employment regulations in a multi-national construction organisation. Paper presented at the 9 th International Business Conference, Victoria Falls, Zambia. (ISBN nr: 978-0-620-50265-8)
2014	Linde, H.M.; Visagie, J.C., & De Klerk, M. (2014, Aug). Organisational culture: Employees' perceptions in a multi-national construction organisation. Paper presented at the 8 th International Business Conference, Swakopmund. (ISBN nr: 978-0-620-50265-8)
2013	De Klerk, M., Visagie, J.C., Van Vrede, F., & Havenga, W. (2013, Sept). The nature of conflict within a multi-culture medium-sized organisation in South Africa. Paper presented at the 7 th International Business Conference, Seychelles. (ISBN nr: 978-0-620-50265-8)
2012	Kruger, G.J., Visagie, J.C., & De Klerk, M. (2012, Aug). Trust and healthy relationships in mentoring. Paper presented at the 6 th International Business Conference, Mombasa, Kenya. (ISBN nr: 978-0-620-50265-8)

6.2.4 Submitted articles in process

SUBMITTED RESEARCH PUBLICATIONS IN ACCREDITED JOURNALS
Jackson, L., Lodewyk, R. B., Brouwers, M., & Jackson, L.T.B. Ethical leadership, employee motivation and employee attitudes within a South African state-owned enterprise. <i>Journal of Psychology in Africa</i> , (in process)
Pretorius, L. & Brouwers, M. Family-friendly work arrangements in the South African financial services industry: Effects of work-to-family enrichment and gender. <i>SA Journal of Industrial Psychology</i> (in process)

6.2.5 Articles accepted

RESEARCH PUBLICATIONS ACCEPTED IN ACCREDITED JOURNALS N/A

6.2.6 Non-accredited publications

YEAR	NON-ACCREDITED PUBLICATION
2022	Brouwers, M. (2022, July). Move over technology, I've got heart. NWU Eish magazine

2020	Brouwers, M. (2020, November). After the pandemic: Finding ways of working that works for us. NWU & U (Alumni) magazine.
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6.3 Contributions to conferences, symposia, seminars, posters etc.

6.3.1 International

YEAR	INTERNATIONAL CONFERENCES	INVOLVEMENT
2023	4th International Conference of the HR division	Chaired and attended
2019	Brouwers, M., & Paltu, A. (2019, Sept). The dark side of leadership: Effects on employee commitment within the South African Manufacturing Industry. Paper to be presented at the 13th International Business Conference , Hermanus, South Africa.	Presented and attended
2018	Brouwers, M. (2018, Sept). Organisational culture and organisational commitment in the South African Manufacturing Industry. Paper presented at the 12th International Business Conference , Mauritius.	Presented, attended and chaired
2018	Garson, S. G., Visagie, J. C., & Brouwers, M. (2018, Sept). Employees' perceptions of automation and machines, and how it affects their relationship at work. Paper presented at the 12th International Business Conference , Mauritius.	Presented, attended and chaired
2018	Brouwers, M., Peters, P., & Brouwers, S. (2018, June). Mediatonal Effects of Work-to-Family Enrichment in The Netherlands and South Africa. Tilburg Conference on Methods and Culture in Psychology , Tilburg, The Netherlands.	Presented and attended
2018	Brouwers, S. A., Khumalo, I. P., Fadji, A., Brouwers, M., Rugira, J., & Saucier, G. (2018, June). Cultural tightness-looseness in six African countries. Paper presented at the Tilburg Conference on Methods and Culture in Psychology , Tilburg, The Netherlands.	Presented and attended
2018	Chelius, S., Jonker, B. J., & Brouwers, M. (2018, April). Exploring job demands and job resources of hearing-impaired employees in South Africa. Paper presented at the 1st International African-Positive Psychology Conference , Potchefstroom, South Africa	Presented, attended and chaired
2017	De Klerk, M. & Brouwers, S. A. (2017, May). <i>Mediation of work-to-family enrichment on work support and affective organisational commitment among South African employees</i> . Paper presented at the 7th International Community, Work and Family Conference , Milano, Italy.	Presented and attended
2017	Peters, C. P., De Klerk, M., & Brouwers, S. A. (2017, May). Moderated mediation of teleworking and flexitime on burnout and work engagement: A longitudinal study in South African and The Netherlands. Paper presented at Work, & Family conference , Milan, Italy.	Presented and attended
2015	Linde, H.M., Visagie, J.C., & De Klerk, M. (2015). <i>Clarity and trust: perceived employment regulations in a multi-national construction organisation</i> . Paper presented at the 9th International Business Conference , Victoria Falls, Zambia.	Presented and attended

2015	De Klerk, M., Nel, J.A., & Koekemoer, E. (2015, May). <i>Assessing work resources, work-to-family enrichment, engagement and satisfaction among employees in the South African context</i> . Paper presented at the 6th International Community, Work and Family Conference , Sweden.	Presented and attended
2014	Linde, H.M; Visagie, J.C., & De Klerk, M. (2014, Aug). <i>Organisational culture: Employees' perceptions in a multi-national construction organisation</i> . Paper presented at the 8th International Business Conference , Swakopmund.	Presented and attended
2014	De Klerk, M., Marais, E., Nel, J.A., & De Beer, L. T. (2014, July). <i>The antecedents and outcomes of work-family enrichment among female workers</i> . Paper presented at the 22nd International Association for Cross-Cultural Psychology , Reims.	Presented and attended
2013	De Klerk, M., Visagie, J.C., Van Vrede, F., & Havenga, W. (2013, Sept). <i>The nature of conflict within a multi-culture medium-sized organisation in South Africa</i> . Paper presented at the 7th International Business Conference , Seychelles.	Presented and attended
2013	De Klerk, M., Nel, J.A., & Koekemoer, E. (2013, July). <i>Validation of a newly developed South African Work-Family Enrichment Scale</i> . Paper presented at the 5th Community, Work and Family Conference , Sydney, Australia.	Presented and attended
2012	Kruger, G.J., Visagie, J.C., & De Klerk, M. (2012, August). <i>Trust and healthy relationships in mentoring</i> . Paper presented at the 6th International Business Conference , Mombasa, Kenya.	Presented and attended
2011	De Klerk, M., Steyl, B., & Koekemoer, E. (2011, June). <i>Conflict between work and non-work roles of employees in the mining industry: prevalence and differences between demographic groups</i> . Poster presented at the European Association of Work and Organizational Psychology conference , Maastricht, The Netherlands.	Presented and attended

6.3.2 National

YEAR	NATIONAL CONFERENCES	INVOLVEMENT
2023	25th Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA), Virtual conference (10 to 12,14 July 2023)	Attended and chaired
2023	43th annual SA Assessment Centre Study Group (ACSG) conference (13 - 17 March 2023)	Attended
2022	24th Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA), Virtual conference (13 to 15 July 2022)	Attended
2021	23rd Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA), Virtual conference (21 to 23 July 2021)	Attended and chaired

2020	22nd Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA), Virtual conference (1 – 3 December 2020)	Attended and chaired
2020	40th annual SA Assessment Centre Study Group (ACSG) conference held at the Hilton in Sandton, South Africa (9 – 13 March 2020)	Attended
2020	Brouwers, M. (2020, February). Shifting mindsets: Strategies for Toxic Workplaces and Toxic leaders. Presentation at Knowledge Resources Organisational Development Conference , Johannesburg	Presented and attended
2019	Brouwers, M (2019, September). How to connect our Human Revolution to keep up with the Industrial Revolution. HR summit Leaderex , Sandton, Johannesburg.	Presented and attended
2019	21st Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA) - CSIR , (22 – 24 July 2019)	Attended and chaired
2019	1st South African Annual Career Development Practitioner Congress , Emperors Palace, Johannesburg, (24 June 2019)	Attended
2018	20th Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA) - CSIR , (24 - 26 July 2018)	Attended and chaired
2017	Van Niekerk, W. M., De Klerk, M., & Pires-Putter, J. K. (2017, July). Conflict management styles and work-related well-being among higher education employees. Poster presented at the 19th Annual Conference of the Society for Industrial and Organisational Psychology , Pretoria.	Presented, attended and chaired
2016	18th Annual Conference of the Society for Industrial and Organisational Psychology (SIOPSA) - CSIR , (July 2018)	Attended and chaired
2008	De Klerk, M. & Mostert, K. (2008, May). <i>Who are experiencing work-home interference? Examining socio-demographic predictors in the South African context</i> . Symposium conducted at the 11th Annual Conference of the Society for Industrial and Organisational Psychology , Pretoria. (ISBN nr: 978-0-620-56057-3)	Presented and attended

6.4 Contribution to the research environment

6.4.1 Scopus

H-Index = 5

6.4.2 Web of Science

H-Index = 3

6.4.3 Google Scholar

H-Index = 10

6.4.4 Average citations / item

Scopus: 72 citations / 11 publications = 6.5
Web of Science: 6 citations / 2 publications = 3
Google Scholar: 429 citations / 10 publications = 16.5

6.4.5 Contract research

Provision of supervision to NWU Business School postgraduate students

6.4.6 Experience international collaboration

Prof Pascale Peters (a full professor in Neyenrode Business University, the Netherlands), and myself collaborated on a work-family interface research project in 2015. This project resulted in the successful capturing of quantitative data and the delivery of 2 international conference presentations. This project is still ongoing. Sevelyn van Ronk at Claremont Graduate University author of the book “My Mommy is an Organisational Psychologist” invited me to collaborate with her and Professor Ann Marie Ryan from Michigan State university as well as Professor Stephen Gilliland from Claremont Graduate university on a project called “Making I/O Visible: A Visual and Narrative Medium for I/O Psychology in 2020. This project resulted in an online international presentation about Industrial Psychology as a profession. Coen Welsh (Managing Consultant in Namibia and at University of Namibia) invited and collaborated on a project “Work-life balance in the time of Covid-19” in 2020, This project resulted in an online workshop on Work-life balance to professionals in Namibia.

6.4.7 H-Index

Scopus = 5
Web of Science = 3
Google Scholar = 10

7 REVIEWER AND EXAMINER ACTIVITIES

7.1 Scientific journals reviewed

JOURNAL	DATE	TITLE
Journal for New Generation Sciences	Feb 2024	Employers’ expectations versus experiences on the employability skills, attributes, qualities and abilities of entry-level human resource graduates in a south african context
LitNet Akademies	Aug 2023	Fasilitering van loopbaanaanpassing en -welstand vanuit ’n moderne bedryfsielkundige perspektief
African Journal of Employee Relations (AJER)	April 2023	“Taking the road less travelled”: exploring the work and family demands on the wellbeing of women in the trucking industry
African Journal of Employee Relations (AJER)	Aug 2022	Organisational culture and employee motivation at a telecommunications firm: The moderating effect of organisational structure and the work environment
PLOS ONE	June 2022	Risks to mental health of higher degree by research (HDR) students during a global pandemic
Frontiers in Psychology	April 2022	Unconscious System-Psychodynamics within a German 4IR Engineering company in South Africa
Journal of Psychology in Africa	Feb 2022	Incivility affects mental health among college nursing students: The moderating role of rumination
South African Journal of Human Resource Management	July 2021	The relationship between self-leadership, the future of human resource management and work engagement
Journal of Occupational and Organizational Psychology	May 2021	Being busy, feeling poor: Development and Validation of the Perceived Time Poverty Scale
South African Journal of Economics and Management Science	January 2020	A Play at work intervention: what are the benefits

South African Journal of Industrial Psychology	January 2019	Work-to-family interface and well-being: the role of support and recognition from supervisor
South African Journal of Human Resource Management	May 2018	The role of work procedure design in improving organisational efficiency in municipalities in South Africa
South African Journal of Economic and Management Science	April 2018	The effect of work engagement on total quality management practices in the petrochemical industry
South African Business Review	April 2018	Employee wellness amongst middle managers in a South African public sector organisation
SA Journal of Human Resource Management	August 2017	The role of organisational design in municipalities in South Africa: A case study
SA Journal of Industrial Psychology	March 2016	Exploratory evaluation of the Rephrased Positive Version of the Toxic Emotional Experiences Scale
SA Journal of Industrial Psychology	January 2016	An evaluation of the Positive Emotional Experiences Scale
SA Journal of Human Resource Management	August 2015	Sense of coherence and burnout: The moderating role of age
South African Journal of Psychology	January 2015	Does work-family balance mediate the relationship between work-family conflict and job and family satisfaction: Evidence from India
SA Journal of Industrial Psychology	August 2014	Development of a measurement scale for employees' coping strategies in sales job
SA Journal of Human Resource Management	July 2014	Exploring the relationship between employees' career anchors and their psychosocial employability attributes
SA Journal of Human Resource Management	March 2014	Psychological Capital, Subject Well-being, burnout and job satisfaction amongst educators in Umlazi Region, South Africa
SA Journal of Industrial Psychology	March 2014	An explorative study on factors influencing the career success of management employees
SA Journal of Human Resource Management	February 2012	Does Organisational Commitment enhance the relationship between job involvement and in-role performance?

7.2 Conference proceedings reviewed

YEAR	TITLE	CONFERENCE PROCEEDING
2023	Digital literacy, change management and personality	SIOPSA Conference (Abstract review)
2023	Are there digitally literate personalities?	SIOPSA Conference (Abstract review)
2023	Mitigating Skills Decay in a World of Accelerated Re-Skilling	SIOPSA Conference (Abstract review)
2023	Centaur, arise...again!	SIOPSA Conference (Abstract review)
2023	"If only I had known that!": A South African practitioner's perspective on the theory-practice gap	SIOPSA Conference (Abstract review)
2023	A Leadership Capability Framework for the	SIOPSA Conference (Abstract review)

	South African Higher Education Environment	
2022	The role of HR professionals in contributing to toxic leadership in a selected organisation.	SIOPSA Conference (Abstract review)
2022	The prevalence of neuro-myth conceptions and its implications for Industrial Psychology in South Africa	SIOPSA Conference (Abstract review)
2022	Towards guidelines for reskilling of human resources professionals	SIOPSA Conference (Abstract review)
2022	Leadership Reflective Practice for the Greater Good - Possible or Pipe Dream?"	SIOPSA Conference (Abstract review)
2021	Talent Management and Work Identity: A Conceptual Framework	International Business Conference (IBC)
2019	Exploring Affective commitment in the banking sector in Gauteng	International Business Conference (IBC)
2018	Happiness: A Business Strategy	International Business Conference (IBC)

7.3 Book reviewed

YEAR	BOOK
2022	Chapter review: Novel tools as new challenges to HRM communicational practices (and the increasingly important social role of the manager) Book: Managing Human Resources: The New Normal
2021	Personnel Psychology (3 rd edition)

7.4 External postgraduate manuscripts examined

STUDENT	TITLE	DEGREE	INSTITUTION	YEAR EXAMINED
Burger-Smith, M	Exploring coping resources of Officers on the Joint Senior Command and Staff programme (JSCSP).	MMil	Stellenbosch University	2024
Selepe, BA	The mediating role of Generational difference on the relationship between Psychological Capital, Psychological Empowerment, Organisational Support on the Wellbeing of South African National Defence Force members	Phd (Philosophy in Psychology)	Rhodes University	2023
Janeke, B	The effect of core self-evaluation and career adaptability on the subjective career success of higher education employees	MCom (IOP)	University of the Free State	2023
Lokhele, K	The significance of spiritual leadership in the workplace	Masters in Philosophy in Personal and Professional Leadership	University of Johannesburg	2023

Nthontho, NM	Physical exercise and Job Satisfaction in the Lesotho Mining Sector	MCom (IOP)	University of Johannesburg	2023
Pahlad, S	The role of spiritual leadership in organisational commitment	Masters in Philosophy in Personal and Professional Leadership	University of Johannesburg	2023
Mbokazi, B	The development of a psychological well-being model for middle managers in a financial services organisation	PhD in Psychology	UNISA	2023
Duma, NM	Organisational commitment, employee engagement and organisational inertia amongst employees in an engineering company	MCom (IOP)	UNISA	2023
Rammutla, MM	Investigating the relationship between job satisfaction and organisational citizenship behaviour in the financial sector in South Africa	MCom (IOP)	UNISA	2023
Bester, M	Explicating the Openness/Intellect cluster model of the South African Personality Inventory using Bayes structural equation modelling	MCom (IOP)	University of Pretoria	2023
Tau, LT	Does it matter where I work? Examining the effect of Remote Work on employee's Work Engagement and Burnout	PhD (Industrial Psychology)	University of the Witwatersrand	2023
Ngobeni, DA	The influence of the psychological contract on employee engagement in a South African bank	MCom (HRM)	University of Johannesburg	2022
Majova, N	Counterproductive workplace behaviour, personality and trait based emotional intelligence: a south african personality inventory model profile analysis.	MCom (Industrial Psychology)	University of Johannesburg	2022
Ngakantsi, IS	Examining the relationship between the psychological contract, organisational commitment and employee retention	MCom (Business Management)	UNISA	2022
Ledwaba, R	The influence of socio-economic status and parents' educational background on career aspirations of young adults	MCom (Industrial Psychology)	UNISA	2022
Brown, A	The Relationship Between Job Demands and Social Well-Being Among Remote Workers in South Africa: The moderating role of employee resilience	MCom (Industrial Psychology)	University of Cape Town	2022

Farista, F	Breastfeeding as foodwork in the workplace among black, low-income women in South Africa	MCom (Industrial Psychology)	University of Cape Town	2022
Turner, G	Authentic leadership, Psychological capital, Work engagement and Safety behaviour in a Construction environment	PhD (HRM)	Nelson Mandela University	2021
Magnin, A	Testing the dimensionality of the Extraversion and Neuroticism clusters of the South African Personality Inventory (SAPI) using exploratory bifactor exploratory structural equation modelling (B-ESEM)	MCom (Industrial Psychology)	University of Pretoria	2021
Ndlovu, V	Work-Family Conflict & Burnout in the face of a Pandemic as moderated by Sensory Processing Sensitivity and Social Support	MA (Industrial Psychology)	University of the Witwatersrand	2021
Van der Westhuizen, M	Role of the Big Five Personality Traits in predicting Workplace Bullying perpetrators in South Africa	MCom (Industrial Psychology)	Stellenbosch University	2021
Rossouw, S	The relationship between the 15FQ+ global factors and SDS interest fields	MCom (Industrial Psychology)	University of Pretoria	2020
Harilal, S	Exploring the coping strategies used by South African Hindu mothers to manage work-family conflict	MCom (Industrial Psychology)	University of Cape Town	2020
Steenkamp, C	Revisiting the conceptualisation and operationalisation of stress and coping of South African teachers	MCom (Industrial Psychology)	University of Pretoria	2019
Witschel, N.K.M	The relationship between Mindfulness and specific workplace outcomes	MCom (Industrial Psychology)	University of Cape Town	2019
Michalopoulos, M	The relationship between reward preferences, psychological empowerment and emotional intelligence within the investment banking industry in South Africa	MCom (Industrial Psychology)	Nelson Mandela Metropolitan university	2019
Frier, L	The structural validity of the occupational interest profile amongst university students in South Africa	MCom (Industrial Psychology)	University of Pretoria	2018
Jacobs, A. A	Child free employees: the effects of flexible work arrangements and child-free friendly culture on organizational commitment	MCom (Industrial Psychology)	University of Cape Town	2017
Dos Santos, C	Towards a South African Model of TTC of postgraduate Industrial Psychology research	MCom (Industrial Psychology)	University of Pretoria	2017

Hooper, D	The relationship between altruistic behavior, emotional intelligence and intrinsic motivation amongst leaders	MCom (Industrial Psychology)	Nelson Mandela Metropolitan university	2017
Vanmali, K	Work-family conflict among Hindu fathers in South Africa	MSoSc (Industrial Psychology)	University of Cape Town	2017
Hudson, T	The positive organizational outcomes of breastfeeding at work in South Africa	MA (Industrial Psychology)	University of Cape Town	2017
Guiricich, D	The relationship between schedule flexibility, work-family enrichment and positive work-family outcomes	MCom (Industrial Psychology)	University of Cape Town	2016
Wallace, C. L	The support-based factors that facilitate work-family enrichment for working fathers in South Africa	MSoSc (Industrial Psychology)	University of Cape Town	2015
Cross, R	The influence of work-family interaction on work-related outcomes	MCom (Industrial Psychology)	University of Pretoria	2015
Jantjies, L	The relationship between employee engagement and performance in a South African Bottling company	MA (Industrial Psychology)	Nelson Mandela Metropolitan University	2015
Gunesh, Y	Work-family Enrichment and Well-being amongst working fathers	MSoSc (Industrial Psychology)	University of Cape Town	2015
D'Elmiljo, A	Job demands and resources and antecedents of work engagement: A diagnostic survey of nursing practitioners	MCom (Industrial Psychology)	Stellenbosch University	2014
Solomon, B. L	Work-family Enrichment among Manufacturing workers in South Africa	MCom (Industrial Psychology)	University of Cape Town	2014
Maqubela, L	The relationship between friendship quality, masculinity ideology and happiness in men's friendships	MSocSC (Industrial Psychology)	University of Cape Town	2014
Williams, Z	The relationship between work-family enrichment and Individual Health Outcomes	MCom (Industrial Psychology)	University of Cape Town	2013

8 SOCIAL RESPONSIVENESS

8.1 Community Engagement or Industry Involvement/service in respect of:

8.1.1 Sharing of expertise

YEAR	COMMUNITY ENGAGEMENT/INDUSTRY INVOLVEMENT
2021	Presented at the NWU webinar "Returning to work, Yay or Nay"
2021	Presented at the North-West University FEMS Community Engagement Seminar (online)
2021	Online presentation on "Tailoring the Future: The stepping stones to creating your Tailored internship Programme"

2020	Live talk on Covid-19 and workplace on Radio 702 Western Cape
2020	Online presentation on Work-life balance in the time of Covid-19
2020	Online NWU&U Alumni article on the new world of work
2020	Presented at an international online workshop “Making I/O Visible: A Visual and Narrative Medium for I/O Psychology
2020	Presented an online workshop on Work-life balance in the time of Covid-19 to Namibian professionals
2020	Sharing of expertise in the online knowledge resources blog “The top 8 OD trends every OD professional should know about in 2020”
2019	Visit and present at various universities (e.g. Nelson Mandela university, Pearson Institution) talking about Industrial Psychology as a profession
2019	Appearance on channel 144 Kyknetverslag about South African working hours
2017	Presented on competencies needed in the new world of work at the 1 st Human Capital NWU summit
2016	Live broadcast on channel 144 Die Groot Ontbyt- talk on work-life balance in South Africa

8.1.2 Research projects

YEAR	COMMUNITY ENGAGEMENT/INDUSTRY INVOLVEMENT
2019-2021	Future fit conference - research on the IOP in the future world of work Research project for SIOPSA
2019-2020	Conducted qualitative online surveys – determining the needs of Industrial Psychology students regarding the profession Research project for SIOPSA
2020	Conducted qualitative research on Covid-19 and the impact on work Research project for SIOPSA

8.1.3 Work-integrated learning

YEAR	COMMUNITY ENGAGEMENT/INDUSTRY INVOLVEMENT
2023	Provided Masters students with the opportunity to attend the 4 th International HR division pre-conference workshops
2020	Ignition: Career counselling workshop and internship opportunities for Industrial Psychology Internship students
2019	Provided honours student (HRMA 623 and IOPP 624) with the opportunity to attend the 1 st HR Leaderex Summit, exposing evidence based research and practical case studies
2017-2019	Provided honours students (IOPP624 Advanced Practical work) with the opportunity to attend the SIOPSA conference, exposing evidence based research and practical case studies
2016-2018	Providing workshops (e.g. study skills, self-awareness and confidence, CV training) to Young Achievers Association: Biotshoko School Ikageng (also creating opportunities for Honours (IOPP624 Advanced Practical work Industrial Psychology students to develop workshops)

2015-2018	Hosted a vast amount (e.g. workshop on medico-legal work, psychological assessment, talent management, onboarding etc.) of workshops as North-West Branch SIOPSA chair for Honours and Masters Industrial Psychology students
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8.1.4 Service learning

YEAR	COMMUNITY ENGAGEMENT/INDUSTRY INVOLVEMENT	
	Supervision for Industrial Psychology Intern (13) students:	
	Name	Organisation
2024	M Fourie	JVR
2023	A Chapepe	Top Talent Solutions
2021	T Rautenbach	Sanlam
2020	P Shweni	North-West University
2019	N Manaka	Johannesburg Road Agency
2018	S den Ouden	Cognadev
2018	M Oosthuizen	Agenbag Motor Group
2017	H Landers	Automotive Training Academy
2017	A Erasmus	Automotive Training Academy
2016	A van der Westhuizen	Elite Group (Pty) Ltd
2016	S van Wyk	Pricewaterhouse Coopers
2013	J Viljoen	Assessment Centre Technologies
2012	C Botha	Cullinan Diamond Mine (Pty) Ltd

8.2 Awards

YEAR	AWARD
2021	Honorary Life Membership Award received the Society for Industrial and Organisational Psychology of South Africa (SIOPSA)
2021	Special Award: Recognition for contribution received from Nelson Mandela University
2019-2020	As SIOPSA President: Awarded with the Department of Science and Technology (DST) Grant for community work within the IOP field
2017	As North-West Branch SIOPSA chair: The committee received the Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Branch of the year award.

8.3 Professional consultancy activities

YEAR	PROFESSIONAL CONSULTANCY ACTIVITIES
2023	Recruitment and selection for HR practitioner at NWU
2022	Recruitment and selection for HR practitioner at NWU
2020	Paper selection for Senior OD specialist at NWU
2020	IODL structure – position evaluation at NWU
2019	Recruitment and Selection: Head of Marketing and Communication position at SIOPSA
2019	I-LEAD-SO Leadership training for SRC's at Pearson Institute of Higher Education
2010	Career assessment and feedback for grade 11 learners
2010	Provide Career and Study counselling for learners
2009-2014	Providing mentorship and life coaching sessions for NWU honours and masters students

2009-2014	Psychometric assessments and feedback on school subjects to learners at Ventersdorp High School
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8.4 Innovation, pioneering and sustainability activities

YEAR	EVIDENCE OF INNOVATION, PIONEERING AND SUSTAINABILITY ACTIVITIES
2023	Developed the pre-conference workshops for the 4th International Conference of the HR Division (HRIC)
2020	Pioneered the first online virtual national conference for the Society for Industrial and Organisational Psychology of South Africa (SIOPSA)
	Pioneered the first SIOPSA 22 nd Annual conference theme launch (Canvas, JhB) (SIOPSA)
2019-2020	Arranged 12 online webinars for the Industrial Psychology Practitioner community (SIOPSA)
2020	Developed 6 online webinars specifically aimed for Industrial Psychology students – talking about a career in Industrial Psychology and transitioning from university to industry (SIOPSA)
2020	Conducted first video recordings with experts in the field of Industrial Psychology talking about Industrial Psychology as a field and the Covid-19 pandemic (SIOPSA)
2020	Develop the 22 nd Annual SIOPSA report for feedback during the Annual General meeting (SIOPSA)
2018-current	Founder and creator of the social media online Facebook page “Industrial Psychology Connected” with over 3000 members in the industry

8.5 Networking and partnerships

YEAR	NETWORKING AND PARTNERSHIP
2020	Re-established the HOD (Head of Department) SIOPSA forum, networked with all Industrial Psychology university directors (HODs)
2020	Partnered with Yellow Seed consulting in a research project on Covid-19 and the new world of work
2020	Build a network partner with the Alliance for Organizational Psychology – “The Big Tent”
2019-2020	Partnered with the Department of Science and Technology (DST): provided a grant and a detailed progress report was developed and submitted to indicate how the grant was allocated.
2019-2021	Networked with practitioners in the field of Industrial Psychology and Human Resource management nationally as well as various societies (e.g. COMENSA; SABPP) (in the capacity of SIOPS president)
2019-2021	Network with Industrial Psychology practitioners and academics in the field of Industrial Psychology internationally and international societies (e.g. SIOP, SIOPA) (in the capacity of SIOPSA president)

8.6 Personal contribution

YEAR	CONTRIBUTION
2023	Donated funding towards the Bijenbos bee sanctuary
2022	Donated blankets
2022	Donated textbook to less fortunate students
2018-2019	Donated textbooks to less fortunate students
2017-2019	Donated to Hebron Potchefstroom (non-profit organisation)
2017	Donated food parcels to less fortunate students as part of a church outreach group
2013-2016	Volunteer for the Abraham Kriel Children's Home, Potchefstroom
2013-2016	President Pretorius Primary school – Food project as part of a church initiative
2013-2016	Volunteer as Marketing and Liason officer for the NWU Wine Guld committee

9 ACADEMIC LEADERSHIP, MANAGEMENT AND UNIVERSITY SERVICE (committees, professional associations, boards and/or councils)

9.1 Internal

YEAR	COMMITTEE	ROLE
June 2023 - current	Industrial Psychology Programme Leader: School for Industrial Psychology and Human Resource Management	Manager/Leader
January 2022- May 2023	HRIC conference	Organising committee
January 2017 - February 2020	Research Programme Leader: School for Industrial Psychology and Human Resource Management	Manager/Leader
January 2017 - February 2020	Higher Degrees Committee	Committee Member
January 2017 - February 2020	Scientific Research Committee: School for Industrial Psychology and Human Resource Management	Chair
2013 - current	Scientific Research Committee: School for Industrial Psychology and Human Resource Management	Committee member
2019	NWU Mentoring Program	Mentor to junior staff
2017	1st Annual Human Capital Summit Task Team	Organising Committee
2014 - 2017	Faculty of Health Sciences Board	FEMS Faculty Representative
2013 - 2015	Industrial Psychology Masters Selections Committee	Manager/Chair
2009 - current	Internal examiner (university service) Examined 13 Masters dissertations Examined 1 PhD thesis	University service – internal examiner
2009-current	Honours Selection Committee (Industrial Psychology and Human Resource Management)	Committee member
2009-current	Masters Selection Committee (Industrial Psychology and Human Resource Management)	Committee member
2004	Privatus academic psychology society	Exco member

9.2 External

YEAR	COMMITTEE	ROLE
2023 - current	SA Assessment Centre Study Group (ACSG)	Committee member
2021-current	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Honorary member
2021	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Past-President
2020	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	President
2019	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	President-Elect
2016-2018	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	NW Branch Chair
2013-2015	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Committee member
2009-current	Health Professions Council of South Africa (HPCSA)	Registered Member
2008-current	South African Board for People and Practice	Registered Member

9.3 Academic leadership

YEAR	COMMITTEE	ROLE
June 2023 - Current	Industrial Psychology Programme Leader: School for Industrial Psychology and Human Resource Management	Programme Leader
January 2017 - February 2020	Research Programme Leader: School for Industrial Psychology and Human Resource Management	Programme Leader
January 2017 - February 2020	Scientific Research Committee: School for Industrial Psychology and Human Resource Management	Chair
2013 - 2015	Industrial Psychology Masters Selections Committee	Chair

9.4 Leadership development programmes attended

YEAR	COMMITTEE	Presenter
2019	Leadership development for programme leaders: School for Industrial Psychology and Human Resource Management	Johan van der Merwe

10 PROFESSIONAL DEVELOPMENT ACTIVITIES AND ACHIEVEMENTS

YEAR	PROFESSIONAL EXPOSURE AND APPEARANCE
May 2023	Attended Ethics Training - NWU
May 2022	Attended accredited online Belbin Training

Feb 2022	Attended workshop “The real story of research” – Jan Kraak
Nov 2021	Attended Qualitative research workshop – Prof Petra Bester
Nov 2021	Attended Ethics workshop – Babette Barnard
Nov 2021	Presented at NWU webinar on “Returning to work, Yay, No Way
Sep 2021	Attended “Designing effective remote work” – Prof E Demerouti (virtual UJ event)
Sep 2021	Attended “The work-life interface from a contemporary perspective-Prof E Demerouti (virtual UJ event)
Aug 2021	Attended “Designing workplace interventions – Prof E Demerouti (virtual UJ event)
Aug 2021	Attended NWU mentorship training
Aug 2021	Attended the ACT-1 conference (virtual)
July 2021	Attended the 23rd Annual Conference of the Society for Industrial and Organisational Psychology, Virtual Conference
May 2021	Attended “Success is a choice” – Robin Banks webinar
April 2021	Attended “Intersectoral collaboration toward Re-humanising work” – Virtual Panel discussion SIOPSA (virtual event)
April 2021	Attended “Covid Vaccines: Shining a light in the darkness?” – Virtual Webinar Health Care Workers Network
April 2020	Assessment during Covid-19: Introduction to Efundi Assessment tools
May 2020	The use of Whatsapp in Emergency online/Remote learning
May 2020	BackChat audio feedback system
July 2020	Ungimmicking online teaching and assessment
July 2020	Making and using videos as part of your online resources
2020	Attended “Keep Calm and Carry on: Managing abnormal behaviour in the Workplace from a Crisis Management Perspective” – virtual workshop SIOPSA
2020	Attended “THE COVID-19 Disruption: An opportunity for the Industrial Psychologist to make an IMPACT” – virtual workshop SIOPSA
2020	Attended “Keep Calm and Carry on: Disaster and crisis management on the frontline the IOP toolkit” – virtual workshop SIOPSA
2020	Attended “Time to reset: navigate through turbulent times” – virtual workshop SIOPSA
2020	Attended “Online Practitioner Master Class: Technology advances in assessments & the changing role of the assessment practitioner” – virtual workshop SIOPSA

2020	Attended “Wellbeing - An anecdote for challenging times” – virtual workshop SIOPSA
2020	Attended “Leading out of adversity: insights in how to respond” – virtual workshop SIOPSA
2020	Attended “Making sense of earnings data for medico-legal reports: Predictions and processes in selection decision making - a best practice approach” – virtual workshop SIOPSA
2020	Attended “Creative Intelligence @ Work: Navigating the challenges posed by the 4IR & COVID-19” – virtual workshop SIOPSA
2020	Attended the Knowledge Resources Organisational Development Conference, Johannesburg
2020	Attend SIOPSA IGSPPO Virtual Listening post workshop SIOPSA
2020	Attended the 22nd Annual Conference of the Society for Industrial and Organisational Psychology, Virtual Conference
2020	Attended the online seminar “A career in Industrial Psychology – Part 1”
2020	Attended the online seminar “A career in Industrial Psychology – Part 2”
2020	Attended the online seminar “A career in Industrial Psychology – Part 3”
2020	Attended the online seminar “Mind the gap: Transitioning from student to employee shared experiences”
2020	Attended the online seminar “#I-SO-LEAD: Empowered women empowering others”
2020	Attended the online seminar “Student Wellbeing: Growth, debunking the myths and exploring the strategies”
2020	Attended “Teaching and Learning Webinar workshops” (e.g. making and using videos as part of your online resources; the use of Whatsapp in Emergencyonline/ remote learning) NWU
2020	Attended American Psychological Association (APA) workshop
2020	Attended PsyCruit – Assessment workshop
2020	Attended NWU FEMS Ethics workshop
2020	Attended NWU PhD review workshop
2019	Attended the HPCSA Roadshow HPCSA
2019	Attended POPI workshop Optentia
2019	Attended the first SIOPSA 22 nd Annual conference theme launch (Canvas, JhB)
2019	Attended the HR summit Leaderex HR Summit Leaderex
2019	Attended the 3rd Annual NWU Human Capital Summit
2019	Attended and chaired at the 21 st Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
2019	Attended the 1 st South African Annual Career Development Practitioner Congress, Emperors Palace, Johannesburg, 24 June

2019	Attended “TOP Medico-legal Report Writing: A Master Class” workshop Me B. Donaldson
2019	Attended “Coaching in a toxic work environment” workshop Gail Wrogemann and Stefan Botes
2018	Attended the 2nd NWU Annual Human Capital Summit
2018	Attended the 12 th International Business Conference, Mauritius.
2018	Attended “Applied Neuroleadership in the field in Industrial and Organisational Psychology” seminar Mr Rob Jardine
2018	Attending the 1st International African Positive Psychology Conference, Potchefstroom, South Africa
2018	Attended “An Introduction to M-plus” workshop Prof I. Rothmann
2018	Attended “A perspective on psychometric assessment practices in South Africa: in association with People Assessment in Industry (PAI)” workshop David Bischof
2017	Attended “Job insecurity workshop in higher education institutions” workshop Prof Hans de Witte and researchers
2017	Attended, presented and chaired at the 1 st NWU Annual Human Capital Summit
2017	Attended “Positive occupational health: Our challenge for the 21 st century” workshop Prof W. B. Schaufeli
2017	Attended “Professional Ethics: Ethical decision-making Scope of Practice and code of ethics of the Industrial Psychologists in South Africa” workshop Prof. Leon van Vuuren and Prof. Deon Meiring
2017	Attended “Design and implement measuring strategies that adds value to talent decisions” workshop Mr. Fred Guest
2017	Attended “Thing I wish I had known as an Emerging Expert Witness: A Medico-Legal Workshop” workshop Me. B. Donaldson
2017	Attended and presented at the 7 th International Community, Work and Family Conference, Milano, Italy.
2017	Attended, presented and chaired at the 19 th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
2016	Attended “On-boarding monitoring: Closing the gap for new hires” workshop Prof. Ina Rothmann
2016	Attended “Emotional Intelligence: Conceptualisation, assessment and usefulness for the workplace” workshop Prof. J. Fontaine
2016	Attended “Ethics in Industrial Psychology” workshop Nanette Tredoux
2016	Attended “Cross-cultural Psychology: Science between the existing and the possible” workshop Dr. S.A. Brouwers
2016	Attended and chaired at the 18 th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
2015	Attended the 9 th International Business Conference, Victoria Falls, Zambia.
2015	Attended the 6 th International Community, Work and Family Conference, Sweden.
2015	Attended “Test Adaptation and Acculturation” workshop Prof. F van de Vijver
2015	Attended “GRT2 Training – Psytech” workshop Clement Petersen

2015	Attended “Business ethics in Industrial Psychology” seminar Dr. M. Rathbone
2015	Attended “Developing human potential through positive psychology interventions” workshop Prof. L. van Zyl
2014	Attended the 8 th International Business Conference, Swakopmund.
2014	Attended the 22 nd International Association for Cross-Cultural Psychology, Reims.
2014	Attended “Ethics in Industrial Psychology and Research” workshop Prof J Pienaar
2014	Attended “Cross-cultural psychology in South Africa” workshop Prof F van de Vijver
2014	Attended “A whole-brain approach to burnout: Case studies in an Industrial and Organisational context” workshop Mr J Olwagen
2014	Attended “Culture and Psychology” seminar Dr Symen Brouwers
2013	Attended “Integrity and Dignity – Two sides of the Ethical Coin” seminar Dr Braam Hoffmann
2013	Attended “WAVE psychometric test accreditation training” workshop Saville Consulting
2013	Attended “Reflecting on the Industrial Psychology profession: Moments, memories and highlights” seminar Proff Joppie van Graan and Johann Coetzee
2013	Attended the 7 th International Business Conference, Seychelles.
2013	Attended the 5 th Community, Work and Family Conference, Sydney, Australia.
2012	Attended the 6 th International Business Conference, Mombasa, Kenya.
2012	Attended “Introduction to behaviour observation during an assessment centre” seminar Lydia Cillie-Schmidt
2011	Attended the European Association of Work and Organizational Psychology 2011 conference, Maastricht, The Netherlands.
2011	Attended “MBTI Training: Myers-Briggs Type Indicator” workshop Fatima Bhabha
2011	Attended “Workshop on questionnaire methods” Proff Magnus Sverke and Johnny Hellgren
2011	Attended “Mixed methods workshop” Prof Fons van de Vijver
2010	Attended Institutional Course for New Lecturers (ICNL) Phase 1, 2, and 3 North-West University
2010	Attended “Assessing and evaluating postgraduate theses and dissertations” workshop Prof Chris Kapp
2009	Attended “Postgraduate Supervision and Training” workshop Prof Chris Kapp
2009	Attended “16PF5 Training: 16 Personality Factor Questionnaire” workshop Prof L Jorgensen
2008	Attended “Workshop on psychological contract” Prof Rene Schalk
2008	Attended and presented at the Symposium conducted at the 11 th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria
2007	Attended “Workshop on questionnaire methods” Prof Magnus Sverke and Prof Johnny Hellgren
2007	Attended “Workshop on diversity management” Dr Hans Siebers

2007	Attended “Workshop on consumer well-being” Prof Joe Sirgy
2007	Attended “Workshop on antecedents and configurations of innovative inter-organizational relations” Prof Leon Oerlemans
2007	Attended “Workshop on job insecurity and coping with unemployment” Prof H de Witte
2007	Attended “Workshop on challenges and cross cultural emotions research” Prof J Fontaine
2007	Attended “SAEHWS Training: The South African Employee Health and Wellness Survey training” Dr Ina Rothmann
2007	Attended “Workshop on ethics” Prof Leon van Vuuren
2007	Attended “Basic training in SPSS” Prof Ian Rothmann and Prof Jaco Pienaar
2006	Attended “Workshop of SAVILLE consulting” Werner Barkhuizen

11 REFERENCES

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