

# Curriculum Vitea

## 1. GENERAL INFORMATION

|                                    |   |
|------------------------------------|---|
| <b>Title, name and surname:</b>    | Ms Deborah Nontsikelelo Pebetsi Mtshelwane  |
| <b>Professional registrations:</b> | SABPP (Chartered HR Professional)   |
| <b>Contact Details</b>             | Debbie.mtshelwane@nwu.ac.za<br>Debbiemtshelwane@gmail.com<br>018 299 1400<br>084 221 8050 |

## 2. EMPLOYMENT STATUS

|                      |   |
|----------------------|---|
| <b>Organisation</b>  | North-West University                                       |
| <b>Department</b>    | School of Industrial Psychology & Human Resource Management |
| <b>Position</b>      | Program leader: Human Resource Management and Lecturer      |
| <b>Starting Date</b> | 1 January 2014-to date                                      |

## 3. QUALIFICATIONS

|                           |  |
|---------------------------|--|
| <b>Qualification type</b> | PhD in Economic Management Sciences with Human Resource Management |
| <b>Field of study</b>     | Human Resource Management Sciences                                 |
| <b>Institution</b>        | North-West University  |
| <b>Planned completion</b> | March 2025   |

|                           |                                    |
|---------------------------|------------------------------------|
| <b>Qualification type</b> | MA Human Resource Management       |
| <b>Field of study</b>     | Human Resource Management Sciences |
| <b>Institution</b>        | North-West University              |
| <b>Year obtained</b>      | 2015                               |

|                           |                                     |
|---------------------------|-------------------------------------|
| <b>Qualification type</b> | BA (Hons) Human Resource Management |
| <b>Field of study</b>     | Human Resource Management Sciences  |
| <b>Institution</b>        | NWU                                 |
| <b>Year obtained</b>      | 2012                                |

|                           |                                    |
|---------------------------|------------------------------------|
| <b>Qualification type</b> | BA Development and Management      |
| <b>Field of study</b>     | Human Resource Management Sciences |
| <b>Institution</b>        | NWU                                |
| <b>Year obtained</b>      | 2011                               |

|                           |                             |
|---------------------------|-----------------------------|
| <b>Qualification type</b> | National Senior Certificate |
| <b>Institution</b>        | The Glen High School        |
| <b>Year obtained</b>      | 2008                        |

#### 4. EMPLOYMENT HISTORY

| <b>Year</b>  | <b>Position</b>                            | <b>Organisation</b>   |
|--------------|--|-----------------------|
| 2013         | Lecture assistant                          | North-West University |
| 2014         | Junior Lecturer                            | North-West University |
| 2015-2017    | Lecture                                    | North-West University |
| 2017-to date | Human Resource Programme Leader & Lecturer | North-West University |

#### 5. TEACHING EXPERIENCE

| <b>Course</b>                                     | <b>Module</b> | <b>Year</b> | <b>Level</b> |
|---|---------------|-------------|--------------|
| Professional skills development                   | PSDT 11       | 2014-2017   | First year   |
| Labour relations                                  | LARM 111      | 2014-2015   | First year   |
| Personnel Psychology                              | IOPS 211      | 2014-2015   | Second year  |
| Human Resource Management: HR Practical work      | HRMA 621      | 2014-2016   | Honours      |
| Behavioural and organisational skills development | N/A           | 2014-2015   | Short course |
| Introductory short course to workplace Relations  | N/A           | 2014-2015   | Short course |

|                                     |          |               |             |
|-------------------------------------|----------|---------------|-------------|
| Organisational development          | IOPS 617 | 2017-2018     | Honours     |
| Personnel Psychology                | IOPS 211 | 2017-to date  | Second year |
| Strategic Human Resource Management | HRMA 321 | 2019 –to date | Third year  |
| Strategic Human Resource Management | HRMA 623 | 2020-to date  | Honours     |

## 6. COMMERCIALISATION AND EXPERTISE

| Scientific domain   |
|---|
| Human Resource Management.  |
| Main research field   |
| Social Desirability, Impression management, diversity management, Human Resource management function: academia-industry gap, HR competencies, Graduateness & employability, Graduate competencies |

## 7. PUBLICATIONS

| National Publications  |
|--|
| Mtshelwane, D., Nel, J.A., & Brink, L. (2016). Impression management within the Zulu culture: Exploring tactics in the work context. <i>SA Journal of Industrial Psychology</i> 42(1)                        |
| Makapela, L., & Mtshelwane, N.D.P. (2021). Exploring the use and influence of human resource policies within South African municipalities. <i>SA Journal of Human Resource Management</i> , 19(0)            |
| Delport, L., Mtshelwane, N.D.P., & Rossouw, L. (2022). Exploring impression management tactics within the Afrikaans Coloured culture in a formal setting. <i>SA Journal of Industrial Psychology</i> , 48(0) |

## 8. PAPERS PRESENTED

| International Papers   |
|--|
| Nel, J.A., Meiring, D., & Mtshelwane D. (2016). Social Desirability in Personality Research: A Cross-Cultural Perspective. <i>2<sup>nd</sup> World conference on Personality, Brazil, Buzios, March 2016</i>   |
| Visagie, J., Milton, R., & Mtshelwane, D (2017). The prevalence of conflict handling styles among nurses within a hospital environment. <i>International Business conference. 11th IBC Conference White Sands Hotel in Dar es Salaam, Tanzania</i>                     |
| Khoza, N. S, Linde, H., Visagie, J.C, & Mtshelwane, D. (2018). The impact of transformational and transactional leadership styles on selected job attitudes at a manufacturing organisation. <i>International Business conference. 12th IBC Conference, Mauritius.</i> |

## 9. BOOKS

### Textbook

Jonker, BE. & Mtshelwane, NDP. (2020). (Eds) *Developing Soft Skills for Success: a guide for modern professionals* 1st Edition. South Africa: Van Schaik Publishers.

## 9.1

### AWARDS

1. NWU Faculty: Excellence in Research Quality: Emerging researcher Award (2022)
2. Faculty Teaching and Learning Award (2023)
3. CEO Recognition Award-significant contribution to the HR profession (2023)
4. SABPP Excellence Award: Best PPG Standards Research paper (2024)

## 10. SUPERVISION OF POST-GRADUATE (MASTERS) STUDENTS

| Student           | Supervisor    | Topic  | Degree Obtain |
|-------------------|---------------|--|---------------|
| Lauren Delpont    | Supervisor    | Exploring social desirability in the coloured Afrikaans culture: An emic perspective                     | 2020          |
| Jamari Fouche     | Supervisor    | Exploring the experiences of Generation Y and millennials in the workplace                               | 2021          |
| Lonwabo Makapela  | Supervisor    | Exploring the use and influence of human resource policies within South African municipalities           | 2020          |
| Moratuwa Motsemme | Co-Supervisor | Representation and experiences of female employees in senior positions at universities in South Africa   | In Progress   |
| Elroy Gelant      | Supervisor    | Exploring the employer and pre-graduate expectations within the HR profession to enhance work readiness. | In Progress   |

|                  |            |  |             |
|------------------|------------|--|-------------|
| Bonolo Mophuting | Supervisor | Exploring Leadership behaviours and their impact on organisational effectiveness | In Progress |
|------------------|------------|--|-------------|

## 11. ATTENDANCE OF CONFERENCES AND WORKSHOPS

| Year | Conference /workshop  |
|------|---|
| 2014 | Qualitative research workshop, presented by Prof. Barnard and Prof. May, University of South Africa. Presented at the North-West University.<br>Cross-cultural studies, presented by Dr Symen Brouwers. Presented at the North-West University. |
| 2015 | Writing for publication workshop presented by Chris Kapp at, Houw hoek –Inn. Cape Town.   |
| 2016 | Workshop: Postgraduate Supervision, Devon Valley. Stellenbosch  |
| 2017 | 11 <sup>th</sup> International Business Conference, Tanzania Dar es Salaam<br>1 <sup>st</sup> Human Capital Summit, North West University   |
| 2018 | 12th International Business Conference, Mauritius<br>2 <sup>nd</sup> Human Capital Summit, North West University  |
| 2019 | Partnering for performance: Building Innovative organisations, Eindhoven University of Technology<br>3rd Human Capital Summit, North West University  |
| 2020 | ATLAS-TI workshop, North West University  |
| 2021 | Work Integrated Learning & Graduate Employability Virtual Summit, online  |
| 2022 | Qualitative research Workshop, North West University<br>Postgraduate supervision workshop, North West University<br>Postgraduate Online short learning programme in research design<br>SABPP Annual General Meeting                             |

|      |  |
|------|--|
|      |  |
| 2023 | Thematic Analysis Workshop<br>Fitt Talent Accreditation Training<br>SABPP Annual General Meeting   |
| 2024 | POPIA Training- North West University<br>SABPP Annual General Meeting<br>SABPP Learning and Development Conference<br>AI-Aided Research- North West University Work Well Unit<br>How to Write a Scientific Paper? and Editorial Use Cases-Springer Nature<br>How do Journals operate-Springer Nature<br>Rhodes University Strengthening Postgraduate Supervision Training- North West University<br>Best Practice in Teaching and Learning - Feedback in formative assessment- North West University CTL |

## 12. SUBJECT RELATED TRAINING

| Year      | Training programmes completed                                | Institution                    |
|-----------|--|--------------------------------|
| 2014      | Institutional Course for New Lecturers (ICNL) Phase 1, and 2 | North West University          |
| 2016-2020 | Multiple teaching and learning courses                       | North West University          |
| 2018      | Advanced course in Human Resource Management                 | Tilburg University-Netherlands |
| 2022      | Cirrus online training                                       | North West University          |
| 2022      | Scheduling assessments                                       | North West University          |
| 2022      | Fostering Academic Integrity                                 | North West University          |
| 2022      | Creating Questions and Question pools                        | North West University          |

### 13.LEADERSHIP TRAINING

| Year      | Training programmes completed | Institution           |
|-----------|-------------------------------|-----------------------|
| 2022-2023 | Leadership Academy            | North West University |

### 14. LEADERSHIP POSITIONS

| Year          | Leadership role             | Institution           |
|---------------|-----------------------------|-----------------------|
| 2003          | School Prefect              | Learskool Silverton   |
| 2009          | School Prefect              | The Glen High School  |
| 2011-2012     | NWU SRC-Executive committee | North West University |
| 2017- to date | HR programme leader         | North West University |

### 15. ARTICLES REVIEWED

| Year      | Journal   | Title   |
|-----------|---|---|
| 2014      | SA Journal of Industrial Psychology   | Psychological Capital, Subjective Well-being, Burnout and Job Satisfaction amongst educators in Umlazi Region, South Africa                                       |
| 2015-2020 | SA Journal of Industrial Psychology & SA Journal of Human Resource Management | Multiple reviews conducted and not recorded   |
| 2021      | SA Journal of Industrial Psychology   | A diary study of the impression management strategies utilised by industrial and organisational psychology interns  |
| 2022      | SA Journal of Human Resource Management                                       | Managerial Expectations of Graduate Employability Attributes: An Empirical Study  |
| 2022      | SA Journal of Industrial Psychology   | Promoting talent through managing employee mental health: The role of decent work and organizational citizenship behaviour within the South Africa public service |
| 2024      | SA Journal of Human Resource Management                                       | Internship Programs Strategy to Promote Graduate Employability Limpopo Department of Education  |
| 2025      | SA Journal of Human Resource Management                                       | The effect of human resource quality and employee motivation on service delivery in Ghana's Local Government Service  |

## 16. RESEARCH PROPOSALS AND DISSERTATIONS REVIEWED/EXAMINED

| Year | Student                 | Title  | Document     | Institution                |
|------|-------------------------|--|--------------|----------------------------|
| 2020 | Roelize Schoeman-Zeeman | Exploring inclusiveness from an employee perspective   | Dissertation | University of Pretoria     |
| 2022 | Khotso Mekgwe           | Understanding the work identity of Black emerging adults in South African townships  | Dissertation | University of Johannesburg |
| 2022 | L du Plooy              | Exploring the experiences of South African university students working in diverse teams  | Dissertation | North-West University      |
| 2022 | Bongani Tejane          | Developing and evaluating a character strengths intervention for educators at a public primary school                                  | Proposal     | North-West University      |
| 2021 | TS Mthembu              | Exploring employee perception of performance appraisal instruments and job outcomes within a South African Government department       | Dissertation | North-West University      |
| 2020 | KEC Moagi               | Psychological capital and individual work performance of public high school teachers in the Free State Province: The role of happiness | Dissertation | University of Johannesburg |
| 2020 | Arne Grobbelaar         | Exploring the perceptions of knowledge   | Dissertation | North-West University      |

|      |                     |  |              |                                 |
|------|---------------------|--|--------------|---------------------------------|
|      |                     | transfer and skills retention of baby boomers within South African mining organisations  |              |                                 |
| 2019 | T Oelofse           | Exploring the experiences of preretirement organisational strategies within the South African tyre manufacturing industry                                | Dissertation | North-West University           |
| 2021 | RB Machaba          | First-year students' intention to drop out and their perception of fit with their course of study: Testing psychometric properties of two adapted scales | Dissertation | North-West University           |
| 2021 | Letlhogonolo Matane | An Investigation of the Impact of Leadership Style on Employee Talent and Job Performance in the National Government Department: Gauteng Province        | Proposal     | North-West University           |
| 2024 | Toyer, Zainub       | Investigating perceived employability and employment anxiety: The mediating roles of psychological capital and proactive coping                          | Dissertation | University of Cape Town         |
| 2024 | Hlatywayo M         | An investigation of the role of workplace spirituality and spiritual leadership in promoting ethical behaviour in SMME's                                 | Dissertation | Central University of Cape Town |

|      |                    |  |              |                            |
|------|--------------------|--|--------------|----------------------------|
| 2025 | Cath-Lee Steenkamp | Student demands and resources: Validating new scales for university students | Dissertation | North-West University      |
| 2025 | LF NOKGIPA         | Workplace bullying in South African organisations                            | Dissertation | University of Johannesburg |

## 17. CONFERENCE PAPER REVIEWS

| Year      | Conference  |
|-----------|---|
| 2017-2018 | IBC   |
| 2020      | SAIMS   |
| 2021      | Social Sciences International Research Conference |

## 18. COMMITTEES AND PROFESSIONAL COMMITTEES

| Year          | Committee   |
|---------------|---|
| 2018-2021     | Faculty Board   |
| 2019          | Teaching and Learning Committee                         |
| 2019-to date  | School Board  |
| 2020- to date | SA Board of People Practices-Higher Education Committee |

## 19. INDUSTRY AND COMMUNITY ENGAGEMENT

| Year      | Engagement                                    | Institution                 |
|-----------|---|-----------------------------|
| 2014-2016 | Internal moderation (HRMA 211)                | North West University       |
| 2015-2016 | Teaching study methods at a local high school | Boitshoko High School       |
| 2015-2019 | Human Trafficking Awareness                   | Potchefstroom               |
| 2015-2017 | Internal moderation (HRMA 122)                | North West University       |
| 2020-2022 | Internal moderation (HRMA 622)                | North West University       |
| 2019-2021 | Internal moderation (HRMA 875)                | North West University       |
| 2019-2021 | External Moderation (BUSE 3020)               | University of Witwatersrand |
| 2019-2021 | External Moderation                           | University of Johannesburg  |

|      |  |   |
|------|--|---|
|      | (IPS8X02)  |   |
| 2020 | Presented at a SIOPSA webinar( Women in the Workplace Online Dialogue Invitation)  | SIOPSA  |
| 2021 | Organised work readiness webinar   | North West University                           |
| 2021 | Presented at a SIOPSA Weninar (Brining the Gap between industry and practice)SA Board of People Practices-Higher Education Committee | SIOPSA  |
| 2021 | NWU Internal programme review (accreditation)  | North West University                           |
| 2022 | SABPP External programme review(accreditation)   | North West University                           |
| 2023 | SABPP External programme review(accreditation)   | University of Pretoria<br>University of Limpopo |
| 2024 | SABPP External programme review(accreditation)   | University of South Africa                      |

## 20. ADMINISTRATION AND ADDITIONAL RESPONSIBILITIES

| Year          | Project  |
|---------------|--|
| 2014-to date  | Develop study guides   |
| 2017—to date  | Coordinating master's selection                                    |
| 2017- to date | Assists with Honours selection                                     |
| 2020—to date  | Conducting performance agreements and reviews                      |
| 2021          | Hosted School's postgraduate openday                               |
| 2020-to date  | Completing teaching and assessment plans                           |
| 2018-to date  | Coordinating School's Tilburg exchange programme                   |
| 2019-to day   | Assist NWU people and culture department recruitment and selection |
| 2018-to date  | Oversee SABPP student chapter                                      |

## 21. EXTRAMURAL ACTIVITIES

| Date | Duty | Role | Organisation |
|------|------|------|--------------|
|------|------|------|--------------|

|              |  |               |  |
|--------------|--|---------------|--|
| 2016-to date | Mosaic Board of Directors  | Advisory role | Mosaic Community developments              |
| 2021-to date | Co-founder and owner   | Director      | Bahari Hair Boutique                       |
| 2021         | Master of ceremonies for South African Financial Crime Symposium | MC            | NWU Business School                        |
| 2021-2022    | Master of ceremonies for NWU Openday                             | MC            | North West University                      |
| 2022         | Master of ceremonies   | MC            | NWU Business school (Brag and Brand event) |
| 2025         | First-years welcoming event                                      | MC            | North West University                      |

## 22. REFERENCES

\*Contact details available on request as per POPIA ACT

| Contact Person     | Position   | Relationship        | Organisation           |
|--------------------|--|---------------------|------------------------|
| Prof Alewyn Nel    | Head of Department   | Master's Supervisor | University of Pretoria |
| Mr Xolani Mawande  | SABPP CEO  | Colleague           | SABPP                  |
| Prof Lene Graupner | Deputy Director: School of Industrial Psychology and Human Resource Management | Deputy Director     | North West University  |