

1. CURRICULUM VITAE: LIZELLE ROSSOUW

PERSONAL PARTICULARS:

First names	: Lizelle
Surname	: Rossouw
Identity number	: 830429 0096 088
Date of birth	: 1983/04/29
Sex	: Female
Marital status	: Married
Telephone (w)	: +27 18 285 2310
Fax	: +27 18 299 1393
Cell	: +27 84 683 0429
Electronic mail	: Lizelle.Rossouw@nwu.ac.za
Work Address	: School for Human Resource Sciences, North-West University, Potchefstroom, 2520
Home Address	: 27 Aalwyn street , Bailliepark, Potchefstroom, 2531
Faculty	: Economic and Management Sciences
Department	: School for Human Resource Sciences

CAREER HISTORY

Position held	Institution	Year
Programme leader for Industrial Psychology	North-West University	April 2024 – present
Acting Deputy Director: School of Industrial Psychology and Human Resource Management	North-West University	May 2023 – March 2024
Associate professor	North-West University	2022 – present
Senior Lecturer	North-West University	2015 – 2022
Programme Leader for Industrial Psychology	North-West University	2021 – present
Programme Leader for Labour Relations Management	North-West University	2018 – 2020
Acting Programme leader for Industrial Psychology	North-West University	2017
Lecturer	North-West University	2009 – 2014
Research assistant to Prof Karina Mostert at WorkWell Research Unit	North-West University	2007 – 2008
Consulting Industrial Psychologist	WorkSense Wellness Consulting, North-West University	2008
Consulting Industrial Psychologist	Afriforte – Commercial arm of WorkWell Research Unit, North-West University	2007
Temporary Lecturer	North-West University	2007

QUALIFICATIONS

Degree	Institution	Year
PhD Industrial Psychology	North-West University	2014
MCom Industrial Psychology	North-West University	2007
BCom Honours Industrial Psychology (Cum Laude)	North-West University	2006
BCom Behavioural Sciences (Cum Laude)	North-West University	2005

REGISTRATION WITH STATUTORY COUNCIL(S) AND PROFESSIONAL BODIES

Year	Professional body	Registration category
2009 - Present	Health Professions Council of South Africa (HPCSA)	Industrial Psychologist (PS 0108294)
2010 – present	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Full member
2013 – 2019	South African Board for People Practices (SABPP)	Chartered HR professional
2007 – 2008	Health Professions Council of South Africa (HPCSA)	Intern Psychologist
2006	Health Professions Council of South Africa (HPCSA)	Student in Psychology

TEACHING EXPERIENCE

Contact:

Year	Module code	Module name
2024	IOPP 613	Organisational Behaviour
	IOPP614	Research Methodology and Psychometrics
	HRMA614	Research Methodology and Data Management
2023	IOPS 111	Introduction to Industrial Psychology
	IOPP614	Research Methodology and Psychometrics
	HRMA614	Research Methodology and Data Management
2022	IOPP613	Organisational Behaviour
	IOPS 111	Introduction to Industrial Psychology
	IOPP614	Research Methodology and Psychometrics
	HRMA614	Research Methodology and Data Management
	IOPP613	Organisational Behaviour
2021	IOPS 121	Occupational Health and Ergonomics
	IOPS 111	Introduction to Industrial Psychology
	IOPP874	Scientific Reasoning
	HRMA874	Scientific Reasoning
	LARM874	Scientific Reasoning
	IOPP614	Research Methodology and Psychometrics
2020	HRMA614	Research Methodology and Data Management
	IOPS111	Introduction to Industrial Psychology
	IOPP874	Scientific Reasoning
	HRMA874	Scientific Reasoning
	LARM874	Scientific Reasoning
	IOPP614	Research Methodology and Psychometrics
	HRMA614	Research Methodology and Data Management
	IOPP671	Research Project
2019	HRMA671	Research Project
	IOPS111	Introduction to Industrial Psychology
	IOPP874	Scientific Reasoning
	HRMA874	Scientific Reasoning
	LARM874	Scientific Reasoning

	IOPP614	Research Methodology and Psychometrics
	HRMA614	Research Methodology and Data Management
	IOPP671	Research Project
	HRMA671	Research Project
2018	IOPS111	Introduction to Industrial Psychology
	IOPP321	Psychometrics
	IOPP874	Scientific Reasoning
	HRMA874	Scientific Reasoning
	LARM874	Scientific Reasoning
	IOPP614	Research Methodology and Psychometrics
	HRMA614	Research Methodology and Data Management
	IOPP671	Research Project
	HRMA671	Research Project
2017	IOPS321	Psychometrics
	HRMA612	Psychological Evaluation, Recruitment, Selection and Placement
	IOPS622	Research Report
	LARM622	Research Report
2016	IOPS111	Introduction to Industrial Psychology
	IOPS121	Occupational Health and Ergonomics
	HRMA612	Psychological Evaluation, Recruitment, Selection and Placement
	IOPS 622	Research Report
	LARM 622	Research Report
2015	IOPS111	Introduction to Industrial Psychology
	HRMA612	Psychological Evaluation, Recruitment, Selection and Placement
	HRMA621	Practical Work
	IOPS622	Research Report
	LARM 622	Research Report
2014	IOPS111	Introduction to Industrial Psychology
	IOPS121	Occupational Health and Ergonomics
	HRMA612	Psychological Evaluation, Recruitment, Selection and Placement
	HRMA621	Practical Work
	IOPS622	Research Report
	LARM622	Research Report
2013	IOPS111	Introduction to Industrial Psychology
	HRMA612	Psychological Evaluation, Recruitment, Selection and Placement
	HRMA621	Practical Work
	IOPS622	Research Report
2012	IOPS111	Introduction to Industrial Psychology
	IOPS121	Occupational Health and Ergonomics
	HRMA612	Psychological Evaluation, Recruitment, Selection and Placement)
	IOPS622	Research Report
	IOPS624	Advanced Practical Work: Industrial Psychology

	HRMA621	Practical Work
2011		IOPS111 (Introduction to Industrial Psychology)
	IOPS121	Occupational Health and Ergonomics
	BSKP612	Psychological Evaluation
	BSKP627	Advanced Practical work
	BSKP623	Research Report
2010	IOPS121	Occupational Health and Ergonomics
	BSKP612	(Psychological Evaluation)
	BSKP627	Advanced Practical Work: Industrial Psychology
	BSKP623	Research Report
2009	BSOP111	Introduction to Industrial Sociology
	BSKP151	Occupational Health
	BSKP161	Diversity in the Work Context
	BSKP623	Research Report
2008	BSKP617	Research Methodology
2007	MHBP111	Introduction to Human Resources Management
	LEER111	Learning and Reading Development

Distance

Year	Module code	Module name
2022	IOPS111BTD	Introduction to Industrial Psychology
	IOPS121HRD	Occupational Health and Ergonomics
2021	IOPS121HRD	Occupational Health and Ergonomics
2020	IOPS121HRD	Occupational Health and Ergonomics
2019	IOPS111BTD	Introduction to Industrial Psychology
2017	IOPS111BTD	Introduction to Industrial Psychology
2016	IOPS111BTD	Introduction to Industrial Psychology
	IOPS121BTD	Occupational Health and Ergonomics
2015	IOPS111BTD	Introduction to Industrial Psychology
2014	IOPS111BTD	Introduction to Industrial Psychology
	IOPS121BTD	Occupational Health and Ergonomics
2013	BSKT111	Occupational Health and Workplace Diversity
2012	BSKT111	Occupational Health and Workplace Diversity
2011	BSKT111	Occupational Health and Workplace Diversity
	IOPS121BTD	Occupational Health and Ergonomics
	IOPS111BTD	Introduction to Industrial Psychology
2010	IOPS121BTD	Occupational Health and Ergonomics
	BSKT111	Occupational Health and Workplace Diversity
2009	BSKT111	Occupational Health and Workplace Diversity

PUBLICATIONS AND RESEARCH OUTPUTS

National publications

- Sekwena, E., Mostert, K., & Wentzel, L. (2007). Interaction between work and personal life: Experiences of police officers in the North West Province. *Acta Criminologica*, 20(4), 37-54.
- Wentzel, L., Buys, C. & Mostert, K. (2009). Work and personal life: Which strategies do secondary educators use to deal with the interaction? *SA Journal of Human Resource Sciences*, 7(1), 1-9.
- Moloto, G. R. B., Brink, L., & Nel, J. A. (2014). An exploration of stereotype perceptions amongst support staff within a South African higher education institution. *SA Journal of Human Resource Management*, 12(1) Art.#573, 12 pages.
<http://dx.doi.org/10.4102/sajhrm.v12i1.573>
- Barkhuizen, H., Jorgensen, L. I., & Brink, L. (2014). Exploring the role of the industrial-organisational psychologist as counsellor. *South African Journal of Industrial Psychology*, 40(1), Art. #1193, 11 pages. [http:// dx.doi.org/10.4102/sajip](http://dx.doi.org/10.4102/sajip).
- Brink, L., & Nel, J. A. (2015). Exploring the meaning and origin of stereotypes amongst South African employees. *South African Journal of Industrial Psychology*, 41(1), Art. #1234, 13 pages. [http:// dx.doi.org/10.4102/sajip](http://dx.doi.org/10.4102/sajip).
- Barkhuizen, H., Jorgensen, L.I., & Brink, L. (2015). Training the industrial-organisational psychologist as counsellor: Are we doing enough? *Acta Commercii*, 15(1), 12 pages. doi: 10.4102/ac.v15i1.253
- Smidt O., De Beer L.T., Brink L., & Leiter M.P. (2016). The validation of a workplace incivility scale within the South African banking industry. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 42(1), a1316. <http://dx.doi.org/10.4102/sajip.v42i1.1316>
- Mtshelwane, D., Nel, J.A., & Brink, L. (2016). Impression management within the Zulu culture: Exploring tactics in the work context. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 42(1), a1325. <http://dx.doi.org/10.4102/sajip.v42i1.1325>
- Gauche, C., De Beer, L. T., & Brink, L. (2017). Managing employee well-being: A qualitative study exploring job and personal resources of at-risk employees. *South African Journal of Human Resource Management*, 15(0), a957. <https://doi.org/10.4102/sajhrm.v15i0.957>
- Kelly, V., Els, C., & Rossouw, L. (2020). Exploring the unique contributions of nurses from different cultural groups in South Africa. *South African Journal of Industrial Psychology*, 46(0), a1747.
- Delpont, L., Mtshelwane, N.D.P., & Rossouw, L. (2022). Exploring impression management tactics within the Afrikaans Coloured culture in a formal setting. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 48(0), a1932.
- Beyer, M., Els, C., & Rossouw, L. (2023). Investigating the Prevalence of Gender Stereotypes in a South African Mine. *African Journal of Employee Relations*, 47, 21 pages . <https://doi.org/10.25159/2664-3731/13601>

International publications

- Moloto, G., Nel, J. A., & Brink, L. (2013). *Exploring occupational stereotypes among non-academic employees in a human resources department of a higher education institution*. Proceedings of 7th International Business Conference, Seychelles.

- Brink, L., & Nel, J. A (2014). Experiences of stereotyping among individuals employed in selected South African organisations. *Journal of Psychology in Africa*, 24(6), 513-519
- Brink, L., Da Gama, I. Y. B., & Nel, J. A. (2014). *Exploring gender stereotypes within a South African mining organisation*. Proceedings of 8th International Business Conference, Swakopmund, Namibia.
- Nel, J. A., Brink, L., & Lekutle, O. M. (2014). *Assessing the engagement levels of male employees within a construction company*. Proceedings of 8th International Business Conference, Swakopmund, Namibia.
- Gauche, C., De Beer, L. T., & Brink, L. (2017). Exploring demands from the perspective of employees identified as being at risk of burnout. *Int J Qual Stud Health Well-being*, 12(1). doi: 10.1080/17482631.2017.1361783.
- Rabie, T., Rossouw, L., Machobane, B. F. (2020). Exploring occupational gender-role stereotypes of male nurses: A South African study. *International Journal of Nursing Practice*, e12890. <https://doi.org/10.1111/ijn.12890>
- Jonker, B. E., Graupner, L. I., & Rossouw, L. (2020). An intervention framework to facilitate psychological trauma management in high-risk occupations. *Frontiers in Psychology*, 11, 530.

CONFERENCE PRESENTATIONS

National Conference Presentations

- Wentzel, L., Buys, C. & Mostert, K. (2007, June). A phenomenological study on work-personal life interaction among Setswana speaking secondary school educators in the North West Province. In K. Mostert (Chair), *Work-life balance in South Africa*. Symposium conducted at the 10th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Wentzel, L. & Mostert, K. (2008, May). *Antecedents and consequences associated with high and low work-life interference in the manufacturing industry*. Paper presented at the 11th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, South Africa.
- Botma, N., Jonker, C. S., Brink, L., & Nel, J. A. (2010, July). *The emotion experiences of employees in a work setting*. Poster presented at the 13th Annual Conference of the Society for Industrial and Organisational Psychology, Johannesburg, South Africa.
- Brink, L., & Nel, J. A. (2013, September). *Exploring occupational stereotypes within various South African organisations*. Paper presented at SAIMS Conference, Potchefstroom, South Africa.
- Barkhuizen, H., Jorgensen, L. I., & Brink, L. (2013, July). *Theory and practice: A critical review of industrial-organisational psychologists' counselling skills training*. Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA), Pretoria, South Africa.
- Brink, L., & Bell, B. (2017). *Age-stereotypes of emerging adults within the South African work environment*. 1st Pan-African Psychology Conference, Durban, South Africa.

International Conference Presentations

- Brink, L., Buys, C., & Mostert, K. (2011, June). Work and personal life: Which strategies do secondary school educators use to deal with the interaction? *Poster presented at the*

- European Association of Work and Organizational Psychology 2011 conference, Maastricht, The Netherlands.*
- Nel, J. A. & Brink, L. (2012, July). Exploring stereotypes within higher education institutions: A South African study. *Paper presented at the 21st Congress of the International Association for Cross-Cultural Psychology (IACCP), Stellenbosch, South Africa.*
- Nel, J. A., & Brink, L. (2013, June). Exploring stereotypes in selective South African organisations. *Paper presented at the IACCP, Los Angeles, California, USA.*
- Nel, J. A., Moloto, G., & Brink, L. (2013, September). *Exploring occupational stereotypes among non-academic personnel.* Paper presented at the 7th International Business Conference, Seychelles.
- Brink, L., & Nel, J. A. (2014, July). Investigating the experiences of stereotypes among individuals in various South African organisations. *International Conference for Applied Psychology, Paris, France.*
- Barkhuizen, H., Jorgensen, L. I., & Brink, L. (2014, July). Training industrial-organisational psychologists as counsellors: Theory vs. practice. *International Conference for Applied Psychology, Paris, France.*
- Brink, L., Da Gama, I. Y. B., & Nel, J. A. (2014, August). Exploring gender stereotypes within a South African mining organisation. *Paper presented at the 8th International Business Conference, Swakopmund, Namibia.*
- Brink, L., Nel, J. A., & Lekutle, O. M. (2014, August). Assessing the engagement levels of male employees within a construction company. *Paper presented at the 8th International Business Conference, Swakopmund, Namibia.*
- Jonker, B. E., Coetzee, H., Jorgensen, Brink, L. (2015). Exploring the experiences of counsellors during a trauma counselling training programme. *Paper presented at the 9th International Business Conference, Livingstone, Zambia.*
- Nel, J. A., & Brink, L. (2015). Assessing cultural intelligence among South African managers. *Paper presented at the 9th International Business Conference, Livingstone, Zambia.*
- Da Gama, I. Y. B., & Brink, L., & Nel, J. A. (2015). An exploration of existing stereotypes within a South African mining company. *Paper presented at the 9th International Business Conference, Livingstone, Zambia.*
- Beyer, M., Els, C., & Rossouw, L. (2023). An exploration of gender stereotypes in a South African mine. *Paper presented at the 4th International Conference of the HR Division, Sun City, South Africa.*
- Mtshelwane, N. D. P., Grobbelaar, A., & Rossouw, L. (2023). Exploring the perceptions of knowledge transfer and skills retention of baby boomers within South African mining organisations. *Paper presented at the 4th International Conference of the HR Division, Sun City, South Africa.*
- Rossouw, L., Oelofse, T., Graupner, L. (2023). Exploring organisational strategies for pre-retirement planning within a South African tyre manufacturing organisation. *Paper presented at the 4th International Conference of the HR Division, Sun City, South Africa.*

SUPERVISION OF POST-GRADUATE STUDENTS

Student	Supervision	Topic	Submitted
Given Moloto	Supervisor	Exploring stereotypes among non-academic	2012

		employees within a higher education institution	
Hanri Barkhuizen	Co-supervisor	A critical review of the Industrial-Organisational Psychologist as counsellor	2013
Annemie Viljoen	Supervisor	Exploring stereotypes among academic employees within a higher education institution	2015
Irene Da Gama	Supervisor	Exploring stereotypes among employees within a mining environment	2015
Heleen Coetzee	Co-supervisor	Exploring the experience of SAPS trauma counsellors during a trauma counselling training programme	2015
Debbie Mtshelwane	Co-supervisor	Exploration of social desirability among Zulu-speaking individuals	2016
Olivia Smidt	Co-supervisor	The validation of a workplace incivility scale within the South African context	2016
Mariolette Oosthuizen	Co-supervisor	Workplace psychological trauma: Exploring meaning, symptoms and perceived support of employees at a gold mine	2017
Nirvasha Pillay	Supervisor	An exploration of the role of human resource management in the South African motor manufacturing industry	2017
Isabel Meyer	Supervisor	The influence of age stereotypes between younger managers and older subordinates within South African organisations	2018
Bronwyn Bell	Supervisor	Exploring age-related stereotypes of emerging adults within the South African work context	2018
Armand Burger	Supervisor	Exploring communication between managers and employees within selected South African organisations	2018

Ewald Rossouw	Supervisor	Exploring peer co-worker interpersonal relationships amongst employees within selected South African organisations	2018
Bandile Machobane	Supervisor	Exploring occupational gender- role stereotypes of male nurses: A South African study	2018
Tania Oelofse	Supervisor	Exploring the experiences of pre-retirement organisational strategies within the South African tyre manufacturing industry.	2020
Bouwer Jonker (PhD)	Co-supervisor	Exploring psychological trauma and the management thereof within selected South African occupational environments	2020
Prudence Shweni	Supervisor	Exploring the experiences of long-distance truck drivers in South Africa utilising EAP's	2021
Lisanne van Wyk	Supervisor	Exploring occupational gender-role stereotypes experienced by female pilots within South-African based aviation companies	2021
Arne Grobbelaar	Supervisor	Exploring the perceptions of knowledge transfer and skills retention of baby boomers within South African mining organisations	2021
Lyne Maritz	Supervisor	Exploring the perceptions of the use of different modes of psychometric assessment by industrial psychology professionals	2021
Victoria Springbok	Supervisor	Exploring the perceived wellbeing of rural farm workers	2023
Ane Strydom	Supervisor	Employee motivation before and during COVID-19: Exploring	2022

		perceptions of employees and managers within a South African agricultural organisation	
Benjamin Boersema	Supervisor	Exploring the employee experience of human resource practitioners within a South African organisation	2023
Rian Retief	Supervisor	Exploring the perceptions of meaningful work among agricultural sector employees in South Africa	2023
Carmen Venter	Supervisor	Exploring the organisational support provided to dyslexic employees within South African organisations	2023
Tania Oelofse (PhD)	Supervisor	The development and evaluation of a work-to-retirement programme for South African employees	2025
Debbie Mtshelwane (PhD)	Supervisor	Developing a short learning programme to enhance critical competencies for emerging Human Resources practitioners	2024
Thulani Mthembu (PhD)	Co-supervisor	The exploration and development of a leader wisdom development programme for management in the public sector	2026
Bernadette Beukes	Supervisor	Exploring the perceived organisational support provided to Attention-Deficit Hyperactivity Disorder-diagnosed employees within South African organisations	2024
Nicole Kritzinger	Supervisor	Exploring the perceptions of South African managers on the viability	2024

		of implementing a 4-day workweek	
Gerdi Steenkamp	Supervisor	Exploring employee's perceptions of workplace spirituality in a selected South African organisation	2023
Wian Reyneke	Supervisor	Seeding success: Exploring digital leadership dynamics in a South African agricultural organisation	2023
Chereigh Beukes	Co-supervisor	Exploring the work-related well-being of South African accounting professionals.	2023