

# ACADEMIC CURRICULUM VITAE OF BOUWER E. JONKER

May 2024

## PERSONAL INFORMATION

**Surname and initials:** Jonker, B.E.  
**Date of birth:** 1973-10-06  
**I.D. number:** 731006 5025 088



**Orcid QR code:**

**Orcid number:** <https://orcid.org/0000-0002-1449-9725>

**Google Scholar H-Index:** 3

## QUALIFICATIONS AND RESEARCH

**Highest qualification:** PhD Industrial Psychology (2020 – NWU)

**Other qualifications:** MA Industrial Psychology (2005 – North West University)  
MA Psychology (2001 – PU for CHE)  
Organisational Human Factor Benchmark (OHFB) (2022 – Afriforte)  
Belbin Accreditation (2022) – Belbin UK)  
Scoping Review (2022 – University of Adelaide)  
MBTI® (2011 – Jopie Van Rooyen and Partners)  
16PF5 (2011 – National Accreditation – Jopie van Rooyen and Partners)  
Traumatic Incident Reduction Level 1 – Applied Metapsychology International)  
Institutional Course for New Lecturers – Phases 1 & 2 (2011 – NWU)  
Officer's Programme (Management Programme) (2005 – SAPS Management and Leadership Development Institute – Paarl)  
University Certificate in Labour Relations (2001 – PU for CHE)

## **ACADEMIC WORK EXPERIENCE:**

**Organisation:** North-West University – School of Industrial Psychology and Human Resource Management

**Period:** 2010 till current date

**Position:** Senior Lecturer

### **Core responsibilities and related activities:**

- Section Editor – African Journal of Employee Relations
- Local Organising Committee – Human Resource International Conference 2023
- Coordinator – International Week NWU Faculty of Economic and Management Sciences – May 2023
- Session Chair: International tendencies: Practice of HR Seminar - International Week NWU Faculty of Economic and Management Sciences – May 2023
- Session Chair: International tendencies: Research in HR Seminar - International Week NWU Faculty of Economic and Management Sciences – May 2023
- Session Chair: Pre-Conference Workshops – 4<sup>th</sup> International Conference of the Human Resource Division – June 2023
- Moderator: 24<sup>th</sup> and 25<sup>th</sup> SIOPSA Conference
- IOP internship supervisor (Practice & Academic) (9 interns supervised)
- Research supervision – Masters & PhD students.
- Lecturing undergraduate and post-graduate modules to predominantly Business Management, Human Resource Management and Industrial Psychology students
- Research focus areas: Career adaptability & Future capabilities for success.
- Editor and author: *Developing soft skills for success: A guide for modern professionals*. Van Schaik Publishers (2021).
- Internal and external examiner for Masters dissertations and PhD thesis (NWU, UP, UNISA, UKZN, NMMU, CUT).
- Reviewer of journal articles and conference abstracts (SAGE, LitNet, SAJIP, SAJHRM, AJER, SIOPSA, Journal for New Generation Sciences)
- Research coach – Honours students

I lecture the following modules:

- IOPS 221 (Career Psychology at 2<sup>nd</sup> year level)
- IOPP 615 (Career Psychology at Honours level)
- HRMA 875 (Advanced Strategic Human Resource Management) at Master's level)

## **PUBLICATIONS AND RESEARCH OUTPUTS**

### **National publications**

Chelius, S., **Jonker, B.E.**, & Brouwers, M. (2022) Exploring the job demands experienced by employees with hearing-impairment in South Africa. *South African Journal of Human Resource Management*.

Vermeulen, D., Graupner, L.I., & **Jonker, B.E.** (2019). Mental health and corporate social responsibility for industrial psychology. *SA Journal of Industrial Psychology*, 45(0), a1665. doi:10.4102/sajip.v45i0.1665

### **International publications**

**Jonker, B.E.**, Coetzee, H., Jorgensen, Brink, L. (2015). Exploring the experiences of counsellors during a trauma counselling training programme. *Paper published in the proceedings of the 9<sup>th</sup> International Business Conference, Livingstone, Zambia*.

**Jonker, B.E.**, Jorgensen, L.I. (2014, August). Psychological trauma management in the South African workplace. Paper published in the proceedings of the 8<sup>th</sup> International Business Conference, Swakopmund, Namibia.

Chelius, S, Brouwers, M. & **Jonker, B.E.** (2021). The Job-Demands Scale for Hearing-Impaired Employees: Development and preliminary analysis of internal validity. *Journal of Psychology in Africa*, <https://doi.org/10.1080/14330237.2021.1978178>

**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. doi:10.3389/fpsyg.2020.00530

### **National conference presentations**

Chelius, S., **Jonker, B.E.**, & Brouwers, M. (2018, July). Exploration of the job demands and job resources of hearing-impaired employees in South Africa. *Positive Psychology Conference, Potchefstroom*.

Koekemoer, L., **Jonker, B.E.**, Marwisa, C., & Van Heerden, J. (2022, July). The Future Skills Dilemma in Southern Africa: The Development of a Future Capabilities Index. *Panel Discussion at the 24<sup>th</sup> Annual SIOPSA Conference, Virtual via Whova*

**Jonker, B.E.** (2023, July). ChatGPT-3 and Work Psychology: Friend or Foe? *Paper presented at the 25<sup>th</sup> Annual SIOPSA Jubilee Conference, Virtual via Whova*.

Lepele, N., **Jonker, B.E.** (2023, July). Career Guidance in the new world of work: Experiences from the South African financial services sector. *Paper presented at the 25<sup>th</sup> Annual SIOPSA Jubilee Conference, Virtual via Whova*.

### **International conference presentations**

**Jonker, B.E.**, Graupner, L.I., & Rossouw, L. (2020, March). Exploring the experiences regarding psychological trauma management programs in the emergency medical support

services in South Africa: An employee perspective. *Small Group Meeting, Vrije Universiteit, Amsterdam, The Netherlands.*

Van Niekerk, T, **Jonker, B.E.**, & Brink, L. (2017, September). Exploring psychological trauma and the management thereof at a South African mine. *Paper presented at the 1st Pan-African Psychology Congress, Durban, South Africa.*

**Jonker, B.E.**, Koekemoer, L., & De Beer, (2023, June). Future capabilities required for the financial services industry in Africa. *Paper presented at the 4<sup>th</sup> International Conference of the Human Resource Division, Sun City, South Africa.*

Stenger, P., & **Jonker, B.E.**, (2023, June). What managerial competencies will be important in the manufacturing sector for organizational success in the future? *Paper presented at the 4<sup>th</sup> International Conference of the Human Resource Division, Sun City, South Africa.*

### Other publications

**Jonker, B.E.**, & Mtshelwane, N.D.P. (2021). *Developing soft skills for success: A guide for modern professionals.* Van Schaik.

### Research supervision of Masters students - Completed

Student	Supervision	Topic	Degree obtained
BPG Maritz	Co-supervisor	Exploring psychological trauma management among paramedics in Gauteng	2015
H Coetzee	Co-supervisor	Experiences of trainees during a trauma counselling training programme: A case study approach	2015
D Vermeulen	Co-supervisor	The sharing of expertise: An industrial psychology case study to community engagement	2016
T Van Niekerk	Supervisor	The experience of psychological trauma and the management thereof in the mining industry	2017
M. Oosthuizen	Supervisor	Exploring the meaning, symptoms and perceived support of psychological trauma at a mining organisation	2017
D. Gama	Supervisor	Exploring a psychological trauma management programme at a police station in the Gauteng Province	2019
S. Chelius	Supervisor	Job demands and jobs resources from the perspective of hearing-impaired employees in South Africa: Exploration, development and validation	2019
T.M.E. Ramatsoma	Supervisor	Exploring helping professions' experiences of psychological trauma management programmes within the South African Police Service	2021

N. Lepele	Supervisor	Exploring employees' experiences of career guidance in the financial services sector in South Africa	2021
P. Lungile	Supervisor	Exploring managers' perceptions of critical managerial competencies for future success in selected South African manufacturing organisations	2021
I. Van der Bergh	Supervisor	Investigating the psychometric properties of the Short-Form Career Adapt-Ability Scale (CAAS-SF) in a sample of South African employees	2021
N.M. Ramatshoele	Supervisor	Exploring career adaptability experiences of Industrial and Organisational Psychology (IOP) interns in a sample of South African organisations	2024

#### **Research supervision of Masters students – Active**

<b>Student</b>	<b>Supervision</b>	<b>Topic</b>	<b>Projected year of completion</b>
K. Pilkington-Williams	Supervisor	Investigating the psychometric properties of the Career Agility Scale in a sample of South African employees	2024
T Ngale	Supervisor	Exploring the perceptions of blue-collar workers regarding talent development in a South African platinum mining organisation	2024
B Moate	Supervisor	Resilience and problem-solving among a sample of South African employees: The role of career adaptability and work engagement	2024
C Williams	Supervisor	Exploring the development of career adaptability in emerging industrial psychologists following participation in a corporate social responsibility project	2025

#### **Research supervision of PhD students – Active**

<b>Student</b>	<b>Supervision</b>	<b>Topic</b>	<b>Projected year of completion</b>
LB Olifant	Promotor	Developing and evaluating a people capability maturity model for a South African automotive manufacturing organisation	2024

YA Sigauke	Co-promotor	Investigating career adaptation of emerging professionals in the South African workforce	2027
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## PROJECTS

- Future capabilities in the various sectors in Southern Africa in collaboration with Yellow Seed Consulting.
- CRANET International Research Network
- Career adaptability over the career life cycle

## OTHER WORK EXPERIENCE

**Organisation:** South African Police Service

**Period:** 1997-2010

**Positions:** Psychometrist, Industrial Psychologist, Career Management Practitioner  
Management - Provincial Head: Psychological Services – 2 years

## PROFESSIONAL BOARDS AND ASSOCIATIONS

- Editorial Board: African Journal of Employee Relations, 2022-current date
- Registered at the HPCSA as Industrial Psychologist PS 0093785
- Full Member: Society for Industrial and Organisational Psychology of South Africa: No 1599
- Executive Committee: SIOPSA, 2021-current date
- Chairperson: SIOPSA NWU Student Chapter, 2022-current date
- Member of ACSG (Assessment Centre Study Group)
- Chairperson: Oewersig Residents' Association, 2023-current date
- Member of the CRANET Research Network, 2024
- Member of the Research Output, Outcomes and Impact Community of Practice (CoP-ROOI), 2023-current date

## AWARDS

- SIOPSA Presidential Award: Best Student Chapter Award 2022
- SIOPSA EXCO Contribution and Dedication Award 2022
- SIOPSA EXCO Contribution and Dedication Award 2023
- North-West University Faculty Teaching Award 2023

## UNIVERSITY INVOLVEMENT & CUMMUNITY DEVELOPMENT

- Chair: SIOPSA NWU Student Chapter

- Presentation to Standard Bank South Africa – L & D Division 2022
- Member of Local Organising Committee – HRIC Conference 2023
- Programme Director – International Week 2023
- Career guidance and assessment – Learners for district Children’ Homes 2022
- Member of organising committee – HR Summit 2020
- Presenter on the NWU Nursing Star Fish Project – Leadership skills development for professional and community service nursing staff at clinics in the North-West Province 2018-2019
- Facilitator and presenter at the Young Achievers Association (Youth development project – 2016-2017

## REFERENCES

- **Prof Lené Graupner: Previous Deputy Director - School of Industrial Psychology and Human Resource Management, North-West University, 018 299 4309**
- **Prof Marissa Brouwers: Deputy Director - School of Industrial Psychology and Human Resource Management, North-West University, +27 72 203 1972**
- **Prof Crystal Hoole: HOD – School of Industrial Psychology, Stellenbosch University, +27 82 729 9843**