
Curriculum Vitae of Dr Lynelle Coxen
Senior Lecturer Industrial Psychology / Psychometrist / Industrial Psychologist

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Personal Details

Full Name: Lynelle Coxen

Date of Birth: 28/08/1989

Nationality: South African Citizen

Driver's License: Yes, Code 08

Languages: Afrikaans and English (Professional Proficiency)

Educational Qualifications

Institution	Course	Period of Completion
North West University (Vaal Triangle Campus) (Part time student)	PhD Industrial Psychology	2023
North West University (Vaal Triangle Campus) (Part time student)	MCom Industrial Psychology (With distinction)	2015 – 2016
North West University (Vaal Triangle Campus) (Full time student)	Honours BCom Industrial Psychology (With distinction)	2014
North West University (Vaal Triangle Campus) (Part time student)	BCom Industrial Psychology and Labour Relations Management (With distinction)	2010 – 2013

(Proof of qualifications and academic record can be provided on request)

Memberships (Professional Registrations)

Health Professions Council of South Africa (HPCSA)	Psychometrist (Independent Practice) (PMT 0091820) (2015)
	Psychologist (Industrial Psychology) (PS 0139270) (2018)
Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Full member
	Committee Member of Vaal Triangle Branch

Employment History (Non-academic)		
Company	Position	Year
North-west University (Vaal Triangle Campus)	Academic Supervision of Industrial Psychology Internships (1 x Intern)	2022
Private practice	Psychometrist: Independent	Since 2015
North-west University (Vaal Triangle Campus)	Industrial Psychology Internship of 1 year (Under the supervision of Dr. Elrie Botha and Ms Juraida Latif)	2017
North-west University (Vaal Triangle Campus)	Psychometric Internship of 720 hours (Under the supervision of Dr. Elrie Botha)	2014
Simstone (Half-day position) <i>(Simstone specialises in selling civil engineering products, used for roadworks as well as garden tiles and wall cladding.)</i>	Office Administration/Personal Assistant to Marketing Director	2012 – 2013
Tradex International <i>(Tradex specialises in selling and distributing safety clothes, tools and equipment.)</i>	Buyer/Stock Controller	2008 – 2012
Afpet <i>(Afpet specialised in selling diesel as well as Afrox Gas. The company have closed down.)</i>	Temporary Counter Sales	2008
Filter Flow/Filter and Hose Solutions (FHS) <i>(Specialises in the selling and distributing of petrol filters, oil filters, etc.)</i>	Office Administration/Buyer	2007 – 2008

Employment History (Academic)		
Company	Position	Year
North West University (Vaal Triangle Campus)	Lecturer (Permanent appointment)	May 2018 to present
	Research Programme Leader to the School of Industrial Psychology and Human Resource Management	March 2023 to present
North West University (Vaal Triangle Campus)	Intern Industrial Psychologist / Lecturer (Temporary)	2017

North West University (Vaal Triangle Campus)	Temporary Research Assistant / Temporary Junior Lecturer	2016
North West University (Vaal Triangle Campus)	Temporary Research Assistant	2015
North West University (Vaal Triangle Campus)	Temporary Assistant	July – December 2014

Teaching-Learning Experience			
Lecturing (Core Modules)	Year	Year of Study	Responsibilities
IOPP 671: Research Project	2018-Present	Postgraduate (honours) students	Lecturer, Study guide development, Course development
IOPP 614: Research Methodology and Psychometrics	2018-Present	Postgraduate (honours) students	Lecturer, Study guide development, Course development
IOPS 622: Research Report	2017	Postgraduate (honours) students	Lecturer
IOPS 614: Research Methodology	2017	Postgraduate (honours) students	Lecturer
IOPS 321: Research Methodology and Psychometrics	2019-Present	Third year students	Lecturer and Study Guide update
IOPS 111: Introduction to Industrial Psychology	2016-2018	First year students	Lecturer
Mentorship for Honours Students	2017-2018	Postgraduate (honours) students	Co-lecturer and developer

Lecturing (Guest/Non-Core Modules)	Year	Section	Responsibilities
Optentia's Short Learning Programme in Research Methodology	2021-Present	Study Unit 5: Literature and Resources	Developer and presenter
North-West University's Psychology Honours Programme	2018-Present	Quantitative Data Analyses: JASP/SPSS	Developer and presenter
North-West University (Different modules as per request)	2016-Present	Referencing workshops in APA and Harvard	Developer and presenter

Committee Membership

Membership	Role	Year
North-West University Economic and Management Sciences Research Ethics Committee (EMS-REC)	Reviewer	2023
Optentia Committee	Reviewer	2018-2023
Industrial Psychology and Human Resource Management Scientific Committee (IPSHR SciCom)	Reviewer	2023
Faculty of Economic and Management Sciences Higher Degrees Committee (HDC)	Reviewer	2023

Research Experience and Journal Publications

Peer-reviewed academic articles:

Under Review

Van Nieuwenhuizen, S. D., van der Vaart, L., Coxen, L., Van den Broeck, A., & Rothmann, S. (under review). The dimensionality of General Causality Orientations: An Exploratory Structural Equation Modelling Approach. *African Journal of Psychological Assessment*.

Coxen, L., Van der Vaart, L., Van den Broeck, A., Rothmann, S., & Schreurs, B. (under review). Do daily leader and colleague behaviours matter for work effort? The role of daily basic psychological need satisfaction and frustration. *Journal of Managerial Psychology*.

2023

Coxen, L., Van der Vaart, L., Van den Broeck, A., Rothmann, S., & Schreurs, B. (2023). What matters more for daily well- and ill-being? The dual pathways of daily need satisfaction and frustration. *Current Psychology* [Online publication]. <https://doi.org/10.1007/s12144-023-04235-7>

2021

Coxen, L., Van der Vaart, L., Van den Broeck, A., & Rothmann, I. (2021). Basic psychological needs in the work context: A systematic literature review of diary studies. *Frontiers in Psychology*, 12:698526. <https://doi.org/10.3389/fpsyg.2021.698526>

2020

Sepeng, W., Stander, M. W., Van der Vaart, L., & Coxen, L. (2020). Authentic leadership, organisational citizenship behaviour and intention to leave: The role of psychological capital. *South African Journal of Industrial Psychology*, 46(0), 1–10. <https://doi.org/10.4102/sajip.v46i0.1802>

2019

Maximo, N., Stander, M. W., & Coxen, L. (2019). Authentic leadership and work engagement: The indirect effects of psychological safety and trust in supervisors. *South African Journal of Industrial Psychology*, 45(0), a1612. <https://doi.org/10.4102/sajip.v45i0.1612>

2017

Stander, F. W., De Beer, L. T., Stander, M. W., Mostert, K., & Coxen, L. (2017). A strength-based approach to athlete engagement: An exploratory study. *South African Journal for Research in Sport, Physical Education and Recreation*, 39(1), 165–175.

2016

Coxen, L., Van der Vaart, L., & Stander, M. W. (2016). Authentic leadership and organisational citizenship behaviour in the public health care sector: The role of workplace trust. *South African Journal of Industrial Psychology*, 42(1), 1–13. <https://doi.org/10.4102/sajip.v42i1.1364>

Peer-reviewed book chapters:

2017

Stander, M. W., & Coxen, L. (2017). A review of the relationship between positive leadership styles and psychological ownership. In C. Olckers, L. E. Van Zyl, & L. Van Der Vaart (Eds.), *Psychological Ownership: Theoretical perspectives and applications for multi-cultural contexts*. Springer Publishers.

Mini-dissertation (MCom Qualification):

Coxen, L. (2017). *Authentic leadership and organisational citizenship behaviour in the public health care sector: The role of workplace trust* (Master's dissertation).
https://repository.nwu.ac.za/bitstream/handle/10394/24947/Coxen_L.pdf?sequence=1&isAllowed=y

Conference posters and presentations:

Coxen, L., Van der Vaart, L., Van den Broeck, A., Rothmann, S., & Schreurs, B. (2023, May). *What matters more for daily well- and ill-being? The dual pathways of daily need satisfaction and frustration*. Paper presented at the European Association of Work and Organizational Psychology Congress 2023, Poland.

Coxen, L., Van der Vaart, L., & Stander, M. W. (2016, July). *Authentic leadership and organisational citizenship behaviour in the public health care sector: The role of workplace trust*. Paper presented at the 18th Annual Society for Industrial and Organisational Psychology for South Africa Conference, Pretoria, South Africa.

Maximo, N., Stander, M. W., & Coxen, L. (2019, May). *Authentic leadership and work engagement: The indirect effects of psychological safety and trust in supervisor*. Poster presented at the European Association of Work and Organizational Psychology Congress 2019, Turin, Italy.

Supervision of Master's students – In progress and submitted:

Student	Role	Degree	Main area of investigation	Intended submission
A. Lala	Supervisor	IO Psychology	Shattering the glass ceiling: Experiences of female leaders in a South-African male-dominated steel manufacturing organisation	2024
H. Hattingh	Supervisor	IO Psychology	Sustainable Employability: The work capabilities of the military personnel	2024
Koekemoer, A.	Supervisor	IO Psychology	Job crafting and intrinsic motivation: The role of basic psychological needs in the South African workforce	2024
Van Nieuwenhuizen, S.D.	Co-supervisor	IO Psychology	A validation of the General Causality Orientations Scale in the South African work context	2020
Jordaan, N.	Co-supervisor	IO Psychology	Validating the Interpersonal Behaviours Questionnaire in a South African work context	2020

Peer-reviewer – Journals:

- ✓ South African Journal of Industrial Psychology
- ✓ South African Journal of Psychology
- ✓ Psychological Reports
- ✓ Business Ethics: A European Review
- ✓ Current Psychology
- ✓ Personality and Individual Differences

Peer-reviewer – Conferences:

✓ International Business Conference (IBC)

Workshops, Training, and Other Certifications

16PF Accreditation	WAVE Accreditation
Belbin Accreditation	TTS Training
Stats Camp (2019)	Short Learning Programme in Research Methodology
Qualitative Evidence Synthesis Course	TRREE Ethics Training
HHREC Ethics Training	Mplus Missing Data Analysis
Mplus Multilevel Modelling	Mplus Sample Size Planning
Tips for effective facilitation	Mplus Path Analysis
Qualitative Methodology	Mplus from Scratch Course
Mplus Latent Class Analysis	Mplus Bayesian Statistics

References

Name	Role	Contact number	Email address
Prof. Elrie Oosthuysen	Director: School of Industrial Psychology and Human Resource Management (NWU)	016 910 3425	Elrie.botha@nwu.ac.za
Dr Jacqueline Bosman	Deputy Director: School of Industrial Psychology and Human Resource Management (NWU)	016 910 3565	Jacqueline.bosman@nwu.ac.za
Prof. Marius Stander	Professor: School of Industrial Psychology and Human Resource Management (NWU)	016 910 4515	Marius.stander@nwu.ac.za
Prof. Ian Rothmann	Director: Optentia Research Area	016 910 3410	ian@ianrothmann.com