

Prof Melissa Jacobs

B Com (NWU) B Com Hons (NWU) M Com (NWU) PhD (NWU)

Registered Industrial/Organisational Psychologist

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1. Educational Qualifications

Secondary Education:	Matriculated at Potchefstroom Gymnasium (1986)
Tertiary Education:	North-West University (Potchefstroom Campus) (1987 – 1994; 2008 - 2013)
Qualifications:	PhD. Industrial Psychology (2013)
	M.Com. Degree in Industrial Psychology (1995)
	B. Com. (Honours) Industrial Psychology (1991)
	B. Com. Human Resource Management (1990)
	DPLR (1998) - Development Program in Labour Relations– UNISA Business School

Publications from Master and PhD studies:

Jacobs, M., & Barnard, A.L. (1996). Die invloed van reuke op die werksatmosfeer van saalpersoneel binne 'n gespesialiseerde verpleegsopset. *Journal of Industrial Psychology*, 22(3), 21-26.

Jacobs, M., & Pienaar, J. (2017). Stress, coping and safety compliance in a multinational gold mining company. *International Journal of Occupational Safety and Ergonomics*. 23(2),152-161.

2. Working Experience

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 2024 - present
Senior Lecturer <i>School for Industrial Psychology and Human Resource Management, Economic and Management Sciences, North-West University, Potchefstroom</i>	May 2015 – December 2023
Private Industrial Psychologist Dr Melissa Jacobs	January 2014–December 2014
Human Resources Manager & Industrial Psychologist (Organisation Development) <i>AngloGold Ashanti</i>	January 2011–December 2013
Human Resources Manager and Industrial Psychologist (Training and Development Services; Psychometric services, Job evaluation and grading) <i>AngloGold Ashanti</i>	January 2000–December 2010
Senior HR Officer (Business Services) <i>AngloGold Ashanti</i>	January 1995–December 1999
Human Resources Officer (ATDS) <i>AngloGold</i>	January 1994 - December 1994
Personnel Assistant <i>Edgars Retail Stores Ltd.</i>	January 1992–December 1993

Teaching

YEAR	MODULE	LEVEL	CAPACITY
2023	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP 877: Psychology of Work-related Well-being	Masters	Lecturer
2022	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP 877: Psychology of Work-related Well-being	Masters	Lecturer
2021	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP 877: Psychology of Work-related Well-being	Masters	Lecturer
2020	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP 877: Psychology of Work-related Well-being	Masters	Lecturer
2019	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP877: Psychology of Work-related Well-being	Masters	Lecturer
2018	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP 877: Psychology of Work-related Well-being	Masters	Lecturer
2017	IOPP 616: Psychological Well-being	Honours	Lecturer
	IOPP 624: Psychometric Practical Work	Honours	Lecturer
	IOPP877: Psychology of Work-related Well-being	Masters	Lecturer
2016	IOPP 624: Psychometric Practical Work	Honours	Lecturer
2015	HRMA 623: Human Resource Strategies	Honours	Lecturer
	IOPS 321: Psychometrics and Research Methodology	Third years	Lecturer

Research

MASTER STUDENT		
PAULSEN, CH	REGISTERED TITLE	Exploring layoff survivors' experiences on organisational support, commitment and well-being in various Namibian fishing companies
	DATES	January 2016-November 2019
	SUPERVISION	Supervisor
	PERCENTAGE	75% (Distinction)
	OUTPUT	
BOTH A, B	REGISTERED TITLE	Exploring student well-being to inform indicators of well-being for first-year students from a higher education institute
	DATES	January 2017-November 2019
	SUPERVISION	Supervisor
	PERCENTAGE	75% (Distinction)
	OUTPUT	1 article was published in an accredited journal Botha, B., Mostert, K., & Jacobs, M. (2019). Exploring indicators of subjective well-being for first-year university students. <i>Journal of Psychology in Africa</i> . 29(5), 480-490.
MONTGOMERY, C	REGISTERED TITLE	Investigating perceived stress, emotional intelligence and psychological well-being among first-year Nursing students
	DATES	January 2016-November 2019
	SUPERVISION	Supervisor
	PERCENTAGE	66%
	OUTPUT	
LOMBAARD, D	REGISTERED TITLE	Job insecurity: Investigating the role of perceived performance and managerial communication in a South African mine
	DATES	January 2016-November 2017
	SUPERVISION	Supervisor
	PERCENTAGE	63%
	OUTPUT	
LURULI, K	REGISTERED TITLE	Testing a structural model for demands, resources, engagement and well-being of first-year university students
	DATES	January 2016-November 2019
	SUPERVISION	Supervisor
	PERCENTAGE	
	OUTPUT	1 article published in an accredited journal Luruli, K., Mostert, K., & Jacobs, M. (2020). Testing a structural model for study demands and resources, study engagement and well-being of first-year students. <i>Journal of Psychology in Africa</i> . 30(2), 179-186.
JOUBERT, J	REGISTERED TITLE	The relationship between job security, job embeddedness, work engagement and turnover intention within the mining sector
	DATES	January 2019-November 2021
	SUPERVISION	Supervisor
	PERCENTAGE	71%
	OUTPUT	1 article in process in an accredited journal Joubert, J., Jacobs, M., & De Beer, L.T. (2023). Job security, job embeddedness, work engagement and turnover intention within the mining sector. <i>Journal of Psychology in Africa</i> . Accepted for peer review (March, 2023)
SELEKA, S	REGISTERED TITLE	Investigating the influence of job demands, management style and burnout risk on the turnover intention of South African mining employees
	DATES	January 2018-November 2022
	SUPERVISION	Supervisor

MARX, K	PERCENTAGE	75% (Distinction)
	OUTPUT	
	REGISTERED TITLE	Exploring employees' experience of job crafting strategies employed during the COVID-19 pandemic in a South African workplace
	DATES	January 2021-November 2023
	SUPERVISION	Supervisor
	PERCENTAGE	75% (Distinction)
	OUTPUT	

PHD STUDENT		
ELS, B	REGISTERED TITLE	Addressing the well-being of South African managers: An authentic leadership intervention approach
	DATES	January 2017-November 2021
	SUPERVISION	Promoter
	PERCENTAGE	Accepted/passed
	OUTPUT	Els, B., & Jacobs, M. (2023). Authentic leadership: The role of emotional intelligence, cultural intelligence and well-being. <i>South African Journal of Industrial Psychology</i> (under peer review, March 2023).
VAN JAARSVELDT, W	REGISTERED TITLE	Investigating employee fatigue management among blue-collar employees within the South African organisational context: Measurement and intervention
	DATES	January 2020 - November 2023
	SUPERVISION	Promoter
	PERCENTAGE	Accepted/passed
	OUTPUT	

Leadership, administration, discipline enhancement

Internal

YEAR	COMMITTEE	ROLE
March 2023 - present	School for Industrial Psychology and Human Resource Management (IPSHRM) Scientific Committee	Chairperson
January 2020 - February 2023	Research Programme Leader: School for Industrial Psychology and Human Resource Management	Chair/Management
January 2020 – March 2023	IPSHRM School Board committee	Committee Member
January 2020 – Current	School for Industrial Psychology and Human Resource Management (IPSHRM) Scientific Committee	Committee Member
January 2020 – March 2023	IPSHRM PhD Selection Committee and preparations of all PhD applications for the Potchefstroom Campus	Committee Member
January 2020 - Current	Higher Degrees Committee	Committee Member
January 2020 - February 2023	WW Colloquium: School for Industrial Psychology and Human Resource Management	Chairperson
2015 - current	WW Colloquium: School for Industrial Psychology and Human Resource Management	Committee member
2015 - current	Internal examiner (university service)	University service – Internal examiner
2015 - current	Honours Selection Committee (Industrial Psychology and Human Resource Management)	Committee member
2015 - current	Masters Selection Committee (Industrial Psychology and Human Resource Management)	Committee member

External

YEAR	COMMITTEE	ROLE
2023 - present	Appointed non-executive director of Afriforte Pty. (Ltd).	Chairperson
2019 - 2021	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	NW Branch Chair
2019 - 2021	Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Executive Committee	Committee member
2015 - 2018	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	NW Branch Committee member
2015 - current	Society for Industrial and Organisational Psychology of South Africa (SIOPSA)	Registered Member
1995 -current	Health Professions Council of South Africa (HPCSA) (PS 005768)	Registered Industrial Psychologist

Examiner

STUDENT	TITLE	DEGREE	INSTITUTION	YEAR EXAMINED
De Vine, KJB	The relationship between the Five-Factor Model facets and Burnout	MPhil (Industrial Psychology)	University of Johannesburg	2018
Swanson, B	The effect of emotional intelligence and personality on work performance	MCom (Industrial Psychology)	University of Pretoria	2019
Bremert, A	Prevalence of Workplace Bullying of Trainee Doctors in the Western Cape, South Africa: An Exploratory Descriptive Study	Thesis (Industrial Psychology)	University of Stellenbosch	2021
Magagula, G	The Antecedents, Mediators and Moderators of Work-Family Conflict in Single Working Mothers: A Systematised Literature Review	MA (Industrial Psychology)	University of the Witwatersrand,	2021
Mohamed, N	Decent work experiences of domestic workers in South Africa	MCom (Industrial Psychology)	University of Johannesburg	2021
Parsons, A	Remote Work and Work-Life Balance during the COVID-19 Pandemic: A Scoping Review	MA (Industrial Psychology)	University of the Witwatersrand	2023
Dias, T	Exposure to colleagues' social media content and workplace relationships	MA (Industrial Psychology)	University of the Witwatersrand	2023
Njoli, L	Remote work and work-life conflict during the Covid-19 pandemic: A scoping review	MA (Industrial Psychology)	University of the Witwatersrand	2024

JOURNAL Reviews	DATE	TITLE
African Journal of Employee Relations	March 2023	Managers Leadership Style and COVID-19 in the Tech Enterprises: the role of communication
SA Journal of Human Resource Management	February 2022	Employee experience in State-Owner Enterprises (SOEs): A mediation model for turnover intention
South African Journal of Human Resource Management	September 2022	The Role of Decent Work within the Zimbabwean Retail Sector: Testing Job Engagement and Turnover Intention Model
South African Journal of Human Resource Management	November 2022	COVID-19: Job Insecurity as Moderator of e-Learning Acceptance in Indian Organizations
SA Journal of Industrial Psychology	August 2022	Differences in self- and managerial ratings on generic performance dimensions
SA Journal of Education	October 2021	Social support at work and workload as predictors of satisfaction with life in Peruvian teachers
SA Journal of Human Resource Management	May 2021	The effects of employee empowerment on turnover intention in a Mining organisation
SA Journal of Industrial Psychology	April 2021	REJUVENATING THE REWARDS TYPOLOGY: QUALITATIVE INSIGHTS INTO REWARD PREFERENCES
SA Journal of Industrial Psychology	August 2021	PSYCHOMETRIC PROPERTIES OF A WORKPLACE SPIRITUALITY MEASURE
SA Journal of Human Resource Management	October 2020	Exploring awareness and participation in an employee health and wellness programme in a government department in South Africa
SA Journal of Industrial Psychology	February 2020	Is There a General Factor in Goal Commitment?
SA Journal of Industrial Psychology	April 2020	Exploring the factor structure of the Passion Scale: Are the dualistic types of passion relevant for men and women in the South African work context?
SA Journal of Human Resource Management	February 2019	The relationship between perceived organisational support, organisational commitment and turnover intention amongst employees in a selected organisation in the aviation industry
SA Journal of Human Resource Management	June 2019	A consideration on the relationship between psychological empowerment, job insecurity on organizational citizenship behaviour among the Eastern Cape Department of Health employees
SA Journal of Education	August 2018	Predictive performance models in the South African Business Process Services (BPS) industry.
SA Journal of Education	May 2018	THE EFFECT OF INCENTIVE, PRINCIPAL LEADERSHIP, WORK MOTIVATION ON PERFORMANCE OF SENIOR HIGH SCHOOL TEACHERS
SA Journal of Education	July 2017	Psychometric Properties of Spence Children's Anxiety Scale (SCAS) in Turkish Sample
SA Journal of Human Resources Management	September 2016	Key competencies and characteristics of accommodation managers
SA Journal of Human Resources Management	July 2016	Self-regulatory employability skills and commitment foci of working adults
SA Journal of Human Resources Management	May 2016	Virtual teams: Required competencies for effective leaders
SA Journal of Human Resources Management	May 2015	The role of big five factors on predicting job crafting propensities among administrative employees in Alice, South Africa
SA Journal of Human Resources Management	June 2015	The validation of a HRM professional competence model for the South African context
SA Journal of Human Resources Management	September 2015	The role of big five factors on predicting job crafting propensities among administrative employees in a South African tertiary institution

3. *Professional Affiliations*

Health Professions Council of South Africa (HPCSA)

Society for Industrial and Organisational Psychology of South Africa (SIOPSA)

4. *References*

*Provided on request

