

Curriculum Vitae – Prof Elrie Oosthuysen (previously Botha)

Industrial psychologist (Professional registration: HPCSA PS0097225)

PhD Industrial psychology (NWU);

MA Industrial psychology (NWU); Honn Industrial psychology (NWU); BA Political science (PU for CHE)

Management experience (12 years): academic environment

2018-current	School director: Industrial Psychology and Human Resource Management, NWU	Skills developed: <ul style="list-style-type: none"> Managing a hybrid team Strategic transformation National influencing
2017-2018	Deputy-director: Industrial Psychology and Human Resource Management, NWU	
2013-2017 Director: School of Behavioural Sciences	Highlights in the 5 years: <ul style="list-style-type: none"> Increased staff capacity from 16 to 31 Improved EE status from 0,6% to 34% Supported staff to acquire 14 new degrees Supported staff to accomplish 3 NRF ratings Established a new department (nursing) Created a cohesive identity for this multi-disciplinary team 	Skills developed: <ul style="list-style-type: none"> Solving complex problems Managing a diverse team Talent development
2011-2012 Subject chair: Department of Industrial psychology	Highlights in the 2 years: <ul style="list-style-type: none"> Initiated a mentorship programme for the honours students (still continuing) Established working relationships with other departments to provide professional services Created job profiles for student assistants 	Skills developed: <ul style="list-style-type: none"> Creative thinking Budgeting Networking

Personal experience (16 years): academic environment

2007-2022	Highlights since joining the NWU: <ul style="list-style-type: none"> Delivered 30 master students Delivered 3 PhD students Examined 50 master and 5 PhD dissertations Reviewed 71 articles Supervised 18 industrial psychology interns Authored/co-authored 15 peer-reviewed articles Authored 6 chapters in scientific and textbooks Co-editor of one textbook Presented/co-presented 14 conference proceedings (national and international) 	Skills developed: <ul style="list-style-type: none"> Emotional maturity Resilience Strong work ethic Subject knowledge
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CURRICULUM VITAE

1. Personal information

1.1. Title, name surname

Prof Elrie Oosthuysen

1.2. Date of birth

31/10/1970

Age 54

1.3. Qualifications

Qualification type:	PhD
Field of study:	Industrial Psychology
Institution:	NWU
Year obtained:	2010

Qualification type:	MA
Field of study:	Industrial Psychology
Institution:	NWU
Year obtained:	2005

Qualification type:	Honn
Field of study:	Industrial Psychology
Institution:	NWU
Year obtained:	2003

Qualification type:	BA
Field of study:	Political Sciences
Institution:	PU for CHE
Year obtained:	1991

1.4. Registration with statutory council(s) and professional bodies

Industrial psychologist with the HPCSA (PS0097225) since 2006.

1.5. Employment history

Position:	Organisation	Appointed from – to:
School Director Industrial psychology and Human resource management	NWU	June 2018 - current
Deputy School Director Industrial psychology and Human resource management	NWU	July 2017 – May 2018
School Director Behavioural Science	NWU	2013 - 2017
Subject Chair Industrial psychology	NWU	2011 - 2012

Snr lecturer/ass professor	NWU	2007 - current
Consultant	Joppie van Graan & associates	2001 - 2006
Private practice	Self	2009 - 2020
Consultant	Self	2007 - current
Co-founder	Inpsyght	2021 - current

2. Teaching-learning experience

2.1. Lecturing

Level	Description
1 st years	Introduction to Industrial Psychology Diversity Health and Safety
3 rd years	Psychometrics Research methodology
Honours	Psychological evaluation Research methodology, Dissertation (research), Psychometric internship, Practical work, Recruitment and selection
Masters	Professional Practice of Industrial Psychology (psychometric assessments included)

2.1.1. Modules (study guides, curriculum and /or course development including e- guides)

Description	Module code	Study guide
Introduction to Industrial psychology	IOPS111	Developed new in 2011, revised every 3 years
Diversity	BSKP121	No text book – developed a workbook for students
Psychometrics Research methodology	BSKP361 BSKP362 IOPS321	Provided input to change some content when PC colleague re-wrote study guide
Psychological evaluation	IOPS612	Developed study guide, revised every year
Psychometric internship	IOPS624	(until 2013), developed new study guide 2018
Recruitment and selection	HRMA612	Developed study guide, revised every year Developed study guide, revised every year
Professional Industrial psychology	IOPP876	Adjusted, revised continuously

2.1.2 Non-classroom teaching

IOPS624 – Practical training with students at various schools (career guidance); practical training with students for social work, industrial psychology, HR, LR and psychology (selection).
IOPS624/HRMA621 – Site visit to the BMW production plant (2017).
IOPS624 – Development of graduate interns at Hendred Fruehauf (2019).
IOPS613 – Practical intervention with Dr Stander and Ms Sepeng and honn students at Orlando stadium (2016).
IOPS876 – Safety psychology at Sasol Secunda (2018); Art therapy off campus (yearly).
2021 Webinar – Back to the office – Yah or nay

2.1.3. Guess lectures

May 2011	Individual differences – Project Management UJ
August 2012	Student engagement – VUT support staff
2014	TV class presentations on Open varsity Season 4, SABC2
2015, 2016, 2018	Assessment practices – MAPP, NWU
2013, 2014, 2015	Basic SPSS (descriptive and inferential) for social work 4 th year students
2022	Vives, Kortrijk campus, Belgium – Gig economy – is this the answer to the Great Resignation?
2025	NTNU Master students in IOP – 2 days of workshops

2.2. Scholarship of teaching and learning

2.2.1. Contributions to teaching and learning practices

- Academic mentor for new lectures (Ms Zikalaka; Ms Latif; Ms A Ebrahim; Ms Sepeng)
- Facilitate group discussions for best practices (1st year lecturers; 2nd year lecturers; 3rd year lecturers)
- Visited all pre-graduate modules in School of Behavioural Sciences – ensure consistency in school and individual feedback to lecturers (1st sem 2016).

2.3. Modules, study guides, curriculum and/or course development (including e-guides)

Since 2012, 2013 and again 2016 and 2017 worked on category B programmes - part of committee changing pre-graduate, honours and masters programmes for IP, HR and LR.

2022-2024 PQM review undergraduate and post graduate

2.4. Short learning programme

2.4.1. Development

Project leader for the Programme Bed & Breakfast and Guest House Management for the Cathseta under CCPD. Developed from an existing framework created by Dr Stander.

2.4.2. *Presentation*

Presented several modules in the Programme Bed & Breakfast and Guest House Management (2016, 2017, 2018).

2.5 Assessments and moderation

2.5.1. Evidence of role in assessment and moderation

Internal

IOPS111; IOPS321; HRMA612; IOPS612; IOPS624

External

VUT HR 3rd year

WITS honn Industrial psychology (2012-2014)

KZN 3rd year, Honn and Masters Industrial psychology (2015-2018)

Pearson (2019-2020)

2.6 Programme accreditation, evaluation and quality assurance

2.6.1. NWU IPEs and EPEs

2015/2016 IPE Human Resources pre-graduate and

Honn 2016/2017 IPE Psychology Honn

2021 IPE Human Resource Management programmes

2.6.2. Statutory body evaluations for programme accreditation

Prepared for SABPP in March 2016 but due to budget uncertainty it was cancelled

Mock audit in preparation for HPCSA audit 2019

SABPP 2022

2.6.3. CHE national reviews

Social work 4 year degree 2013-2016

2.6.4 **Programme evaluation**

The Independent Institute of Education

- Higher Certificate in Human Resource Practices

2.7 Teaching awards, achievements, successes and significant innovation

2.7.1. ITEA (NWU Institutional Teaching Excellence Award)

2009 2012

3. Research

3.1 Publications

International publications:	<p>Kotze, R., Va der Vaart, L., & Oosthuysen, E. (2024). Nursing my own destiny: A concept analysis of basic psychological need crafting. <i>Nursing Forum</i>. https://doi.org/10.1155/2024/6894631</p> <p>ChaaCha T.D. & Oosthuysen E. (2023). The functioning of academic employees in a dynamic South African higher education environment. <i>Frontiers Educ.</i> 8:1016845. doi:10.3389/feduc.2023.1016845</p> <p>Redelinghuys, J.J., Rothmann, S., & Botha, E. (2018). Workplace flourishing: The role of organizational practices. <i>Psychological Reports</i> https://doi.org/10.1177/0033294118757935</p> <p>Stander, F.W., Rothmann, S., & Botha, E. (2017). Ecological momentary assessment of athlete flow: Evaluating professional rugby players during the Currie Cup. <i>International Journal of Sport Psychology</i>.</p> <p>Stander, F.W., Rothmann, S., & Botha, E. (2017). Pathways to flourishing of athletes: The role of team and individual strength use. <i>South African Journal of Psychology</i>. https://doi.org/10.1177/0081246316649095</p> <p>Botha, E., Van Zyl, L.E., Wondergom, H. (2016). Personal Branding of Psychologists. <i>International Journal of Psychology</i>. 51:640. (from conference proceeding)</p> <p>Redelinghuys, K., & Botha, E. (2016). Person-environment fit, job satisfaction and intentions to leave: The moderating effect of leader empowering behaviour. <i>Journal of Psychology in Africa</i>.</p>
	<p>Stander, F.W., Rothmann, S., & Botha, E. (2015). The role of teammate relationships, communication and self-efficacy in predicting athlete flow experience. <i>Journal of Psychology in Africa</i>, 25(6).</p> <p>Botha, E. (2010). Job insecurity, general health and work engagement of employees in an organisation: The role of Happiness. Fourth International Business Conference ISBN 978-0-620-47495-5</p>

National publications:	<p>Erasmus, A., & Oosthuysen, E. (2025). Emotional labour, burnout and work engagement amongst service centre employees in South Africa. SA Journal of Human Resource Management https://doi.org/10.4102/sajhrm.v23i0.2771</p> <p>Chaacha, T.D., & Botha E. (2021). Factors influencing intention to leave of younger employees in an academic institution. South African Journal Human Resource Management. ISSN: 1683-7584, E-ISSN: 2071-078X</p> <p>Redelinghuys, K., Rothmann, S., & Botha, E. (2020). Outcomes of leader empowering behaviour in a retail organisation. South African Journal of Business Management, 51(1), a1838. http://doi.org/10.4102/sajbm.v51i1.1837</p> <p>Redelinghuys, K., Rothman, S., & Botha, E. (2019). Workplace flourishing: Measurement, antecedents, and Outcomes. SA Journal of Industrial Psychology ISSN: 0258-5200, E-ISSN: 2071-0763</p> <p>Beukes, I., & Botha, E. (2013). The experience of organisational commitment, work engagement and meaning of work of nursing staff in hospitals. South African Journal of Industrial Psychology.</p> <p>Van Rooyen, L., Du Toit, D.H., Botha, E., & Rothmann, S. (2010). Journal of Human Resource Management. Artisan retention in an organisation in South Africa.</p> <p>Botha, E. & Bosman, J. (2005). Job insecurity and wellness in a government organisation. SA Journal of Industrial Psychology.</p>
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Textbooks:	<p>Botha, E. (2013). Consumer Behaviour: South African Psychology and Marketing Applications. Chapter 2: Consumer motivation. Oxford University Press. ISBN 978 0 19 599932 7.</p> <p>Botha, E. (2013). Consumer Behaviour: South African Psychology and Marketing Applications. Chapter 3: Learning and information processing. Oxford University Press. ISBN 978 0 19 599932 7.</p> <p>Botha, E. (2011; 2014). Introduction to Work Psychology, Ziel Bergh (ed), Chapter 3: Biology in work behaviour. Oxford University Press. ISBN 978 0 19 5 99507 7.</p> <p>Botha, E. (2011; 2014). Introduction to Work Psychology, Ziel Bergh (ed), Chapter 12: Psychological assessment and research in the work context. Oxford University Press. ISBN 978 0 19 5 99507 7.</p> <p>Botha, E. (2017). Introduction to Work Psychology, Ziel Bergh (ed), Chapter 3: Biology in work behaviour. Oxford University Press. This is a new adapted version to include decolonization.</p> <p>Botha, E. (2017). Introduction to Work Psychology, Ziel Bergh (ed), Chapter 12: Psychological assessment and research in the work context. Oxford University Press. This is a new adapted version to include decolonization.</p> <p>Botha, E. (2021). Introduction to Work Psychology, Ziel Bergh (ed), Chapter 3: Biology in work behaviour. Oxford University Press.</p> <p>Botha, E. (2021). Introduction to Work Psychology, Ziel Bergh (ed), Chapter 12: Psychological assessment and research in the work context. Oxford University Press.</p>
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Specialist book:	<p>Botha, E. (2018). Consumer Behaviour: South African Psychology and Marketing Applications. Chapter 2: Consumer motivation. Oxford University Press (revision).</p> <p>Botha, E. (2018). Consumer Behaviour: South African Psychology and Marketing Applications. Chapter 3: Learning and information processing. Oxford University Press. (Revision).</p> <p>Botha, E. (2017). Psychological ownership. Olckers, Van Zyl, Van der Vaart (eds). Chapter: The dark side of psychological ownership in a multi-cultural context. Springer.</p>
Co-editor:	<p>Personnel Psychology (2021) – an applied perspective. Coetzee, M. (Man ed.), Botha, E., & De Beer, L. (content ed). Oxford University Press.</p>

3.2. Student guidance/ supervision (master's, PhDs and post-doc fellows, percentage supervision, enrolment and completion dates, distinctions)

Completed masters:

2007	Martie Cooks (distinction)	Job insecurity, affective organisational commitment, and general health: The role of work locus of control
2007	Brian Malindi	Optimism, resiliency and work engagement of employees at a University of Technology
2007	Petru Kriese (distinction)	Job insecurity and Self-efficacy in a chemical industry
2010	Sandra Barbosa	Job insecurity, job satisfaction, affective organisational commitment, and sense of coherence in an educational institution
2010	Lariska van Rooyen (co-supervisor)	Managing artisan retention
2010	Natalie Brink	Job demands and job resources of auditors, and the influence thereof on work engagement and life satisfaction

2010	Ilka Beukes	The experience of organisational commitment, work engagement and meaning of work of nursing staff in hospitals
2010	Amanda Kwela	Leadership expectations, engagement and intention to leave
2011	Jeanne Higgs	Social support, psychological conditions and work engagement as predictors of intention to stay
2012	Kevin Jooste	Hope, social support, intelligence, and academic performance of first year students at a higher education institution
2014	Dolly Mohlamme	Psychological ability and the risk of human error in the mining industry
2014	Marissa Beytell	Development and validation of a Spiritual Leadership Questionnaire in a South African context
2015	Kleinjan Redelinghuys (distinction)	Person-environment fit, job satisfaction and intentions to leave: The moderating effect of leader empowering behaviour
2017	Amanda Erasmus (distinction)	Electronic performance monitoring in a call centre environment: Psychological need satisfaction, work role fit, absenteeism and work engagement
2017	Geraldine Ehlers	Exploring wellness among sales and marketing staff within a global automotive company
2018	Thapelo Chaacha	Intention to leave of younger employees within an academic institution
2018	Loshni Pillay (distinction)	Job demands, authentic leadership, job satisfaction and intention to leave in public health-care
2018	Elizma Stander (distinction) (co-supervisor)	Fan engagement, meaning and life satisfaction among South African football fans: The role of social interactive motive
2019	Liza Alonzo	Team and Individual Strength use as predictors of Athlete Engagement: The Indirect effect of gender
2020	Abigail Lang (distinction)	Psychological capital, work engagement and individual work performance amongst nursing staff
2020	Jessica Redelinghuis	The journalist mojo: Job demands, grit, resilience and individual work performance of journalists within South Africa

2020	Chantelle Blanden de Chalaïn	The role of managers in employee assistance programmes: A case study
2020	Andile Msibi (co-supervisor)	Exploring the perceptions of black tax among young employed black South Africans
2020	Penny Adams	First-time international assignments: The South African employee experience
2020	Debbie Ramosuanya	Exploring the perceptions of women pursuing leadership positions in a local government
2021	Japie Scholtz	Career decisions of chemical engineers across their professional lives
2021	Keitumese Moagi (co-supervisor)	Psychological capital and individual work performance of public high school teachers in the Free State Province: The role of happiness
2021	Hein Pretorius	Entrepreneurial start-ups: Exploring the motives of entrepreneurs
2022	Tsholo Letsapa	Social support and life satisfaction of the South African Police Service employee health and wellness professionals: The role of grit
2022	Phodiso Mokgonyane	Facilitating return-to-work of cancer survivors: Exploring the role of industrial and organisational psychologists
2024	Carla du Plessis (distinction)	Exploring the perceptions of South African industrial psychologists regarding emotion artificial intelligence

PhD students completed

Ederick Stander	2016 (co-promotor)	Entering the Zone: A Positive Psychological Framework for Athlete Flow
Kleinjan Redelinhuis	2017 (co-promotor)	Flourishing of Teachers in Secondary School
Amanda Erasmus	2022	Emotional labour in a government service centre: Antecedents and consequences
Thapelo Chaacha	2023	An integrated capability and competency model for academics in a South African higher education institution

PhD students in progress

Rutger Kotze (co-promoter)	Handed in Febr 2025	IOP
Rhandu Nqubane	Nov 2025	HR
S Majova	May 2026	HR
A Vos	Nov 2026	IOP

3.3 External examiner

University	Year	Student
UNISA	2009	W Kalis
UNISA	2010	A Woxholt
UNISA	2011	SN Moodley
UNISA	2011	Y vd Berg
UNISA	2011	SR Ottino
UP	2012	C Hackney
UNISA	2012	AA Marx
UNISA	2012	IL Potgieter
UNISA	2012	YT Joubert
UNISA	2012	RT Tladinyane
UNISA	2012	CB McComb
RHODES	2012	TGP Lancaster
SU	2013	DJ Kalamdien
UWC	2013	N Chanderley
UNISA	2013	N Takawira
SU	2014	E Nel
UJ	2014	NLK Jones
UJ	2014	JMJ Molautsi
UCT	2015	J Stevens
UNISA	2015	C Bux
UNISA	2015	S Bartlett
UJ	2015	JM Lebelo
UJ	2015	CM Kasende

UJ	2015	YT Morrison
UKZN	2016	L Mazibuko
UKZN	2016	F Mbatha
UJ	2016	DS Roberts
UJ	2016	ML Phelane
VUT	2017	RJ Tala
UKZN	2018	Z Ngobo
UJ	2018	H Claassens
UJ	2018	CB Longhini
VUT	2018	M Gouden
UKZN	2019	Nomcebo Noxolo Mpili
UKZN	2019	M Naidoo
UJ	2019	C Payne
UJ	2019	P Moatsi
UJ	2019	Z Keevy
UJ	2019	T Moremi
VUT	2019	R.K. Letshaba
VUT	2019	NDJ Ndjama
SU	2019	M Nieder-Heitmann
UJ	2020	G Goldblatt
UNISA	2020	E van der Linde
UKZN	2020	C Pillay
NMU	2020	C Robertson
NMU	2020	D Saki
SU	2020	M Nieder-Heitmann
VUT	2020	T.M. Ekujumi
UKZN	2021	L Martin
NMU	2021	D Saki
UNISA	2021	A Noeth
VUT	2021	R A Makateng
UJ	2022	S Mpantane
SU	2022	R Matthews
NWU	2022	M Liebenberg
UKZN	2023	C Makhoba
UNISA	2023	S A Fundama
UNISA	2024	H N Mbiko

3.4 Referee / Reviewer / Editorship (scientific journals, books etc.)

Referee articles

South African Journal of Industrial Psychology (33)
South African Journal of Human Resources Management (28)
African Business Management (1)
Frontiers (3)
SAJS (1)
Psychological Reports (1)
Global Business and Organizational Excellence (1)
African Journal of Career Development (1)
South African Journal of Science (1)
Organizations and Markets in Emerging Economies (2)
International Journal of Applied Psychology (3)
Psychological Reports (1)

Referee books

Springer	Psycho-social career meta-capacities (2013) (Book in total)
Springer	Psychological ownership. Olckers, Van Zyl, van der Vaart (eds). (2017). (1 x chapter)
Springer	Thriving in Digital Workspaces: Innovations in theory, research and practice (2019). (1 x chapter)

Referee conference papers

2011	5 th International Business Conference
2017	11 th International Business Conference
2018	12 th International Business Conference
2019	13 th International Business Conference
2023	

Referee NRF funding application (1)

Referee NRF rating application (2)

3.5 External evaluation (in candidate's field of expertise)

Supervision: intern industrial psychologists

2010	Fallen Mendes	Voltex
2011	Japie de Villiers	Capitec Bank
2013	Ederick Stander	NWU
2014	Sonja de Klerk	Sasol
2014	Tersia Nel	Sasol
2015	Jonathan Barnard	Maccauvlei
2015	Jacob de Coning	Anglo
2015	Bianca Els	Plexiphon 112 CC
2016	Maryke van Dyk	Sasol
2016/17	Corrie du Plooy	Anglo
2016/17	Aysha Ebrahim	NWU
2017	Lynelle Coxen	NWU
2017	Carina Viljoen	Eskom
2017	Sibusiso Mnxu	Anglo
2018/19	Leoni van der Vaart	NWU
2018/19	Kgomotso Malinga	NWU
2020	Lisanne van Wyk	Solenta Aviation
2020	Lerato Morathi	Discovery
2023	Megan Scholtz	KPMG

3.6 Contributions to conferences, symposia, seminars, posters etc. – presented, invited, attended

International papers:	2005 – XII European Congress of Work and Organizational Psychology in Istanbul,
	2009 - The influence of hope on the relationship between job insecurity and general health. XIV European Congress of Work and Organizational Psychology in Santiago de Compostela, Spain
	2010 – Job insecurity, general health and work engagement of employees in an organisation: The role of Happiness. 4 th International Business Conference, Victoria Falls, Zambia
	2012 – The experience of organisational commitment, work engagement and meaning of work of nurses. ICP Cape Town, South Africa
	2015 – Measuring unconscious constructs. JvR Africa Congress of Psychology (co-presented with Dr Danie du Toit)
	2016 – Personal branding of Industrial psychologists (presenter E Botha, co-authors L E van Zyl and H Wondergem. ICP Yokohama, Japan 2016 – The validation of the Afrikaans version of the trait hope scale and the satisfaction with life questionnaire. ICP Yokohama, Japan
	2017 - Work Engagement in Call Centres: Electronic Performance Monitoring and Psychological Need Satisfaction. Erasmus, A. & Botha, E. EAWOP, Dublin, Ireland.
	2018 - The Relationship between Psychological Need Satisfaction, Work Role Fit and Absenteeism in a Call Centre. Erasmus, A., & Botha E. 12 th IBC, Mauritius.
	2019 - Exploring wellness among sales and marketing staff within a global automotive company. Ehlers, G.M.M., & Botha, E. EAWOP Turin, Italy. 2019 – Factors influencing intention to leave of young academics in an academic institution. Chaacha, T.D., Botha, E. EAWOP, Turin, Italy. 2019 – Fan engagement, meaning and life satisfaction among SA football fans: The role of social interactive motive. Stander, E., Stander, F.W., & Botha, E. EAWOP, Turin Italy.
International papers (student's presenting alone)	2014 – ICAP Paris, France 2014 - AASP 29th Annual Conference, Las Vegas

National papers:	<p>2022 – Facilitating return-to-work of cancer survivors: Exploring the role of industrial and organisational psychologists</p> <p>September 2017 – PSYSSA, Durban</p> <p>2010 – Job insecurity, job satisfaction, affective organisational commitment and sense of coherence. SIOPSA, Johannesburg.</p>
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4. Your contribution to the research environment (h-index)

Research Gate	https://www.researchgate.net/profile/Elrie_Botha
LinkedIn	https://www.linkedin.com/in/elrie-botha-33373b25/
Google Scholar	Elrie Botha
OrcID	orcid.org/0000-0002-5313-4913

5 **Community Engagement and Social Responsibility** *Evidence of incorporating community engagement into:*

5.1.1. Research projects

Project Bophelo was a research project requested by the director of the Sedibeng Health district. More than 500 medical doctors, nurses and administrative staff of hospitals and clinics in the Sedibeng area took part in the study. An executive report was presented to the top management at the end of the project. The data was also used in 4 master student's research, four articles and one conference proceeding.

5.1.2. Work-integrated learning

The student psychometrists' (honn IOP) training include supervised psychometric assessments at a variety of schools for career guidance; selection of the next group of psychology and industrial psychology honours students. These are real work context training.

Master students in professional IOP. Individual and team interventions in industry.

6.2. Networking and partnerships

Work teams

2012-ongoing	Head of Departments forum - SIOPSA
2014-2018	Guardian of IP student forum
2015	WIL policy review committee
2016-2018	SA Universities Psychometric Curriculum Committee
2017	HPCSA revision workgroup – psychometrist training
2017	HPCSA revision workgroup – industrial psychologist training
2018-2021	Vives (Belgium) multi-disciplinary group
2021-2023	ACSG committee member

6. Management Support and administration (committees, professional associations, boards and/or councils)

6.1 Internal

Subject chair for Industrial psychology 2011-2012; 2016/7

School director of Behavioural Sciences 2013-2017 / Deputy school director of Industrial psychology and human resource management July 2017-April 2018 /

School director of Industrial psychology and human resource management May 2018 – current.

6.2 Committee membership

Faculty board of Humanities, Economic and Management Sciences

Teaching and learning committee (Humanities)

/(Economic and Management Sciences)

Campus senate

Extended management committee

School board

Selection committee

Research committee sub programme Optentia

Scientific committee

Research and Innovation committee

Senate Teaching & Learning

Senate Research and Innovation

Community Engagement committee

6.3 Leadership development programmes attended

Management course 2012/2013

Leadership 2019

7. Professional development activities and achievements

Specialist/technical expertise

As Industrial psychologist my field of expertise is in psychometric assessment and people development. I have the opportunity to practice my passion in both the academic field and private industry. I am accredited and trained in a variety of psychometric instruments.