

Lené Graupner



Lené Graupner is a registered industrial psychologist and professor at the School of Industrial Psychology and Human Resource Management on the North-West University's Potchefstroom Campus. Her career started in the South African Police Service (SAPS) where she was responsible for the management of the well-being of police personnel in the North West Province. After 10 years in the police service, she joined the University where her subsequent teaching experience of the past 17 years includes preparing emerging industrial psychologists in Applied counselling and Trauma management in the workplace. She is a C2 rated researcher with the main focus on equipping industrial psychologists in the workplace with the counselling skills they require to address the human capital needs in South Africa. She supervised research studies of seven PhD students and 30 Masters students. She is involved in the industry as mentor, counsellor, life coach, and supervisor for internships in industrial psychology.

1. General information

Nationality	South African
Date of Birth	1972-09-01
Gender	Female
Race	White
Marital status	Married
Maiden surname	Jorgensen
Language	Afrikaans and English

2. Education

Qualification type	PhD
Field of study	Industrial Psychology
Institution	NWU
Year obtained	2007

Qualification type	MA
Field of study	Industrial Psychology
Institution	NWU (PU for CHE)
Year obtained	1998

Qualification type	BA honours
Field of study	Industrial Psychology
Institution	NWU (PU for CHE)
Year obtained	1996

Qualification type	BA
Field of study	Communication
Institution	NWU (PU for CHE)
Year obtained	1995

Qualification type	Matriculated
Institution	Hoërskool Montana, Pretoria, South Africa
Year obtained	1990

3. Career history

Period	November 2017 – June 2023
Position	<u>Deputy Director</u> : School of Industrial Psychology and Human Resource Management, North-West University

Responsibilities	Management of the School of Industrial Psychology and Human Resource Management activities, including teaching and learning, research and community service and alignment.
Period	January 2017-current
Position	<u>Professor:</u> Industrial Psychology, School of Human Resource Sciences, North-West University (Potchefstroom Campus) Student evaluation: 2020 IOPS 878: 96% 2021 IOPS 878: 95% 2022 IOPS 878: 95%
Responsibilities	Teaching and learning, research and community service and alignment.
Period	Nov 2013-Dec 2016
Position	<u>Associate professor:</u> Industrial Psychology, School of Human Resource Sciences, North-West University (Potchefstroom Campus)
Responsibilities	Courses lectured: <ul style="list-style-type: none"> • Practical work for psychometrists-in-training (honours level) • Psychometric test training (honours level) • Helping in the workplace (honours level) • Applied counselling (master's level) • Programme leader for master's programme in Industrial Psychology
Period	2008-2013
Position	<u>Senior lecturer:</u> Industrial Psychology, School of Human Resource Sciences, North-West University (Potchefstroom Campus)
Responsibilities	Courses lectured: <ul style="list-style-type: none"> • Psychometric evaluation (honours level) • Practical work for psychometrists-in-training (honours level) • Helping in the workplace (honours level) • Applied counselling (master's level) • Theoretical perspectives on helping (third-year level)
Period	2001-2008
Position	<u>Provincial manager:</u> Psychological Services, North West, South African Police Service, Potchefstroom
Responsibilities	Maintain and manage a professional psychological service within the North West Province; Provide direction, co-ordinate and manage the personnel (interns, psychologists and psychometrists) of Psychological Services, North West Province; Manage professional service delivery of Psychological Services in the North West Province; Provide and coordinate psychological screening services and Assessment Centres to the SAPS on provincial level;

	Provide specialised consultation services to SAPS stations; Institutionalise and present programmes to ensure the well-being of personnel in the SAPS; Conduct and develop interventions to ensure the well-being of the personnel in the SAPS; Supervise subordinates (psychologists and psychometrists); and Act as provincial manager for the Employee Assistance Services when required so by the direct head: EAS.
--	---

Period	1999-2001
Position	<u>Principle psychologist</u> : Psychological Services, Mooirivier area, Employee Assistance Services (EAS), South African Police Service, Potchefstroom
Responsibilities	Maintain and manage a professional psychological service on Mooirivier area level; Provide direction, co-ordinate and manage the personnel of Psychological Services on Mooirivier area level. This included: Organise, plan and co-ordinate psychological input on area level; office management and administration; Provision of psychological screening services to the SAPS (Provincial Coordinator); Provide specialised consultation services to SAPS stations; and Institutionalise and present programmes to ensure the well-being of personnel in the SAPS.

Period	1997-1998
Position	<u>Intern-psychologist</u> : Psychological Services, Employee Assistance Services (EAS) South African Police Service, Potchefstroom
Responsibilities	Professional counselling of SAPS members Skills development, formal debriefing of members, development and application of assessment centres, targeted selection, the administering of psychological test batteries, development and presentation of workshops (stress-, suicide prevention-, team-building-, conflict handling workshops, etc.) organisation diagnoses, administrative tasks.

4. Publications

4.1 National publications

Nr	Research publications in accredited national journals	DHET	ISI	IBSS	Other	Impact factor
1	Rothmann, S., & Jorgensen, L. I. (2007). A model of work-related well-being for police members in the North West Province. <i>Acta Criminologica</i> , 20(4). (ISSN 1012- 8093).	•				N/A

2	Jorgensen, L. I., & Rothmann, S. (2008). Occupational stress, ill health and organisational commitment of members of the South African Police Service in the North West Province. <i>Acta Criminologica</i> , 21(2). (ISSN 1012- 8093).	•				N/A
3	Rothmann, S., Jorgensen, L. I., & Marais, C. (2011). Coping and work engagement in three occupational groups in South Africa. <i>South African Journal of Industrial Psychology</i> , 37(1). (ISSN 0258-5200).	•	•			2.48
4	Mulder, G., Jorgensen, L. I., Nel, J. A., & Meiring, D. (2013). The evaluation of a frame-of-reference training programme for assessors of assessment centres. <i>SA Journal of Human Resource Management</i> , 11(1). (ISSN 1683-7584)	•	•			1.54
5	Asiwe, D. N., Jorgensen, L. I., & Hill, C. (2014). The development and investigation of the psychometric properties of a burnout scale within a South African agricultural research institution. <i>South African Journal of Industrial Psychology</i> , 40(1). (ISSN 0258-5200).	•	•			2.48
6	Barkhuizen, H., Jorgensen, L. I., & Brink, L. (2014). Exploring the role of the industrial-organisational psychologist as counsellor. <i>South African Journal of Industrial Psychology</i> , 40(1). (ISSN 0258-5200).	•	•			2.48
7	Asiwe, D. N., Hill, C., & Jorgensen, L. I. (2015). Job demands and resources of workers in a South African agricultural organisation. <i>SA Journal of Human Resource Management</i> , 13(1). (ISSN 1683-7584)	•	•			1.54
8	Barkhuizen, H., Jorgensen, L. I., & Brink, L. (2015). Training the industrial-organisational psychologist as counsellor: Are we doing enough? <i>Acta Commercii</i> , 15(1).					n/a
9	Henn, C., Hill, C., & Jorgensen, L.I. (2016). The investigation into the factor structure of the Ryff Scales of Psychological Well-Being. <i>South African Journal of Industrial Psychology</i> , 42(1). doi.org/10.4102/sajip.v42i1.1275.	•	•			2.48
10	Van Straatten, A., Jorgensen, L. I., Hill, C., & Nel, J.A. (2016). Personal growth initiative among Industrial Psychology students in a higher education institution in South Africa. <i>South African Journal of Industrial Psychology</i> , 42(1). doi.org/10.4102/sajip.v42i1.1283.	•	•			2.48

11	Asiwe, D., Rothmann, I, Jorgensen, L. I & Hill, C. (2017). Relational factors, psychological conditions, and work engagement. <i>South African Journal of Economic and Management Sciences</i> 20(1), a1534. https://doi.org/10.4102/sajems.v20i1.1534	•				0.532
12	Vermeulen, D., Graupner, L.I., & Jonker, B.E. (2019). Mental health and corporate social responsibility for industrial psychology. <i>SA Journal of Industrial Psychology</i> , 45(2), a1665. Doi: 10.4102/sajip.v45i0.1665	•	•			2.48
13	Graupner, L.I. (2021). Crisis management and the industrial psychologist: Why do we shy away? <i>SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde</i> , 47(0), a1862. https://doi.org/10.4102/sajip.v47i0.1862	•	•			2.48
14	Moralo, T.S., & Graupner, L.I. (2022). An industrial psychology perspective of workplace counselling in the changing world of work. <i>SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde</i> , 48(0), a1988. https://doi.org/10.4102/sajip.v48i0.1988	•	•			2.48
15	Graupner, L. I & Kriek, L. Die bevordering van loopbaanaanpassing en -welstand vanuit 'n moderne bedryfsielkundige perspektief./ <i>Promoting career adjustment and wellbeing from a modern industrial psychology perspective</i> . Litnet Akademies 20(3).	•	•			1.34
16	De Bruin, I.A., & Graupner, L.I. The impressions of industrial psychologists of their proficiency as coaches. <i>SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur</i> , 22(0), a2302. https://doi.org/10.4102/sajhrm.v22i0.2302	•			Scopus DOAJ	1.69
	Articles in review:					
	Makau, L., & Graupner, L. I. Exploring the experiences of HR practitioners managing labour relations incidents. <i>AJER</i>					
	Graupner, L. I., & Makau, L. Exploring the intervention support for HR practitioners managing labour relations incidents. <i>SAJHRM</i> .					
	Matabane, M., Lodewyk, R., & Graupner, L. I. Assessing the effect of a strength-based skills training programme for unemployed graduates in the South African labour market. <i>AJER</i>					

4.2 International publications

Nr	Research publications in accredited international journals	DOE	ISI	IBSS	Impact factor
1	Jorgensen, L. I., & Rothmann, S. (1998). Die evaluering van 'n opleidingsprogram ten opsigte van interpersoonlike doeltreffendheid. <i>SA Journal of Economic and Management Sciences</i> , 1(3). (ISI 1015-8812)	•	•		0.082
2	Watson, M. S., Jorgensen, L. I., Meiring, D., & Hill, C. (2012). The development and evaluation of an emotion competence intervention in the South African Police Service. <i>Journal of Social Science</i> 30(2). (ISSN 0971-8923).			•	N/A
3	Du Preez, J., & Jorgensen, L. I. (2012). The evaluation of a helping skills training programme for interpsychometrists. <i>Journal of Psychology in Africa</i> , 22(1). (ISI 1433-0237).	•	•		0.230
4	Jorgensen, L. I., & Els, B. (2013). Efficacy evaluation of a leadership development assessment centre for managers. <i>Journal of Psychology in Africa</i> , 23(1). (ISI 1433-0237)	•	•		0.230
5	Jorgensen, L. I., Nel, J. A., & Roux, D. J. (2013). Qualities of work-related well-being in selected South African occupations. <i>Journal of Psychology in Africa</i> , 23(3). (ISI 1433-0237)	•	•		0.230
6	Jorgensen, L. I. (2016). Encounter group counsellor training with pre-service industrial psychologists: a pilot study. <i>Journal of Psychology in Africa</i> , 26(3). (ISI 1433-0237)	•	•		0.230
7	Koekemoer, F. E., Fourie, H. L. R., & Jorgensen, L. I. (2019). Exploring subjective career success among blue-collar workers. <i>Journal of Career Development</i> , 46 (3), 314-331	•	•		1.036
8	Jonker, B. E., Graupner, L. I. & Rossouw, L. (2020). An intervention framework to facilitate psychological trauma management in high-risk occupations. <i>Frontiers in Psychology</i> , 11, p530.	•	•		2.129
9	Moralo TS and Graupner LI (2022) The role of the industrial psychologist in managing the psychological impact of COVID-19 in the workplace. <i>Front. Psychol.</i> 13:920894. doi: 10.3389/fpsyg.2022.920894	•	•		4.232
10	Graupner, L.I., & Graupner, D. L. (2023). A price risk management solution for crop farmers: testing a novel profit margin hedging model. <i>AJFAND</i> , 23(2): 22376-22396.	•	•		0.220
In preparation:					
	Springbok, V., Rossouw, L., Graupner, L. I. Exploring the work-related wellbeing of farmworkers in South Africa. <i>AJFAND</i> .	•	•		0.220

Other publications

Research publications in non-accredited journals
Jorgensen, L. I. (2011). A strength-based programme to train the manager as coach. <i>Management Today</i> , 29(10).

Textbook chapters

Nr	Research publications in accredited textbooks	
1	Jorgensen, L. I., Van Zyl, L. E., & Stander M. W. (2016). <i>Training emerging psychologists as coaches within a multi-cultural context</i> In Stander, M., W., Van Zyl, L., & Odendaal (Eds.). <i>A. Coaching Psychology: Meta-theoretical perspectives and applications in multicultural contexts</i> . Springer International Publications.	
2.	Jorgensen-Graupner L. I., & Van Zyl, L. E. (2019). Inspiring growth: A counselling framework for industrial psychology practitioners. In Rothmann, S., & Van Zyl, L. (Eds.). <i>Positive psychological interventions: Theories, methodologies and applications within multi-cultural contexts</i> . Springer International Publications. Cham, Switzerland: Springer	

5. Peer-reviewed conference proceedings

5.1 National conference proceedings

Research publications in peer-reviewed national conference proceedings
Jorgensen, L. I., & Rothmann, S. (2010). The evaluation of a work-related well-being intervention. <i>Publication in the proceedings for the 22nd annual conference for the South African Institute for Management Scientists (SAIMS), Eastern Cape, 12-15 September 2010.</i> ISBN nr: 978 086 810 4652.
Asiwe, D., Jorgensen, L. I., & Hill, C. (2013). A model of work-related well-being of workers in a South African agricultural organisation. <i>25th Annual conference for the South African Institute for Management Scientists (SAIMS), Potchefstroom, North West, September 2013.</i> ISBN nr: 978 086 810 4652.
Barkhuizen, H., Jorgensen, L. I., & Brink, L. (2013). Theory and practice: A critical review of Industrial-Organisational Psychologists' counselling skills training. <i>Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 29-30 July 2013.</i> ISBN nr: 978-0-620-56057-3
Henn, C., Hill, C., & Jorgensen, L.I. (2015). The investigation into the factor structure of the Ryff Scales of Psychological Well-Being. <i>Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 28-30 July 2015.</i> ISBN nr: 978-0-620-56057-3

Vermeulen, D., & Jorgensen, L. I. (2016). Sharing of expertise: An industrial psychology case study to community engagement. Paper presented as part of the Positive Psychology Symposia: <i>Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 19-21 July 2016.</i> ISBN nr: 978-0-620-56057-3
Graupner, L.I., Panel discussion. (2019). Supporting ethical and humane practices: How prepared are Industrial Psychologists to counsel in the workplace? <i>Annual virtual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). 21-23 July 2021.</i> ISBN nr: 978-0-620-56057-3

5.2 International conference proceedings

Research publications in peer-reviewed international conference proceedings
Jorgensen, L. I., & Rothmann, S. (2010). A model of work-related well-being intervention. <i>Publication in the proceedings for the 4th International Business Conference (IBC), Zambia, 12-14 October 2010.</i> ISBN nr: 978 0 620474955
Jorgensen, L. I. (2011). A strength-based coaching programme for managers. <i>Publication in the proceedings for the 5th International Business Conference (IBC). Mauritius, 26-30 September 2011.</i> ISBN nr: 978-0-620-50265-8
Visagie, J., Kruger, C., & Jorgensen, L. I. (2011). The dynamics of mentoring relations: regulation, cooperation and conflict. <i>Publication in the proceedings for the 5th International Business Conference (IBC). Mauritius, 26-30 September 2011.</i> ISBN nr: 978-0-620-50265-8
Jonker, B. E., & Jorgensen, L. I. (2014). A selection of models to address psychological trauma management in the South African workplace. <i>Publication in the proceedings for the 8th International Business Conference (IBC). Swakopmund, Namibia, 18-22 August 2014.</i> ISBN nr: 978-0-620-50265-8
Jorgensen, L. I., Taute, C., Jonker, C. S., & Meiring, D. (2014). Investigating the meaning of the emotion lexicon in the Setswana language within the South African Police Service. <i>Publication in the proceedings for the 8th International Business Conference (IBC). Swakopmund, Namibia, 18-22 August 2014.</i> ISBN nr: 978-0-620-50265-8
Jonker, B. E., Coetzee, H., Jorgensen, L. I., & Brink, L. (2015). Exploring the experiences of counsellors during a trauma counselling training programme. <i>Publication in the proceedings for the 9th International Business Conference (IBC). Victoria Falls, Zambia, 20-23 September 2015.</i> ISBN nr: 978-0-620-50265-8
Stander, M. W., Jorgensen, L. I., & Van Zyl, L. (2016). Training emerging psychologists as coaches within a multi-cultural context. In <i>Paper presented at the 31st International Congress of Psychology, Japan, 27-29 July 2016.</i>
Jorgensen, L. I. (2017). Using encounter groups to prepare work psychologists as workplace counsellors. <i>125th Annual American Psychological Association Convention, Washington, DC, 3-6 August 2017.</i>
Jorgensen-Graupner, L. I. (2019). A counselling framework for industrial psychology practitioners 19 th congress of the European Association of Work and Organisational Psychology (EAWOP), Turin, Italy, 28 May-2 June 2019.

6. Conferences and Guest lectures

6.1 Conference presentations

CONFERENCES
Graupner, L. I. (2023). Ethics in the 4 th Industrial Revolution. Guest speaker for pre-conference workshop. 4 th International Conference of the HR Division. <i>Sun City, 31 May – 2 June 2023</i> .
Rossouw, L., Oelofse, T., & Graupner, L. I. (2023). Exploring organisational strategies for pre-retirement planning within a South African tyre manufacturing organisation. <i>HRIC. Sun City, 31 May – 2 June 2023</i> .
Graupner, L. I. Nel, C & Linde, H. (2023). Exploring the psychological trauma experienced by managers during and after strikes. <i>HRIC. Sun City, 31 May – 2 June 2023</i> .
Graupner, L. (2023). Ethics in coaching, counselling and mentoring Online Masterclass. SIOPSA and COMENSA, 25 May 2023.
Moralo, S., & Graupner, L. I. (2023). The Role of the Industrial Psychologist in managing the psychological impact of the new world of Work. 25th Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Sandton, 15 July 2023.
Johnson, A., Baloyi, S., & Graupner, L. (2023). Workplace counselling milestones for IOP's. 25th Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Virtual conference. 13-14 July 2023.
Wrogemann, G., Baloyi, S., Coetzee, L., Kerr, S., Baloy, J., du Plessis, R., & Graupner, L.I. (2023). Ethics challenges for IOPs in coaching, counselling and mentoring. Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Virtual conference. 13-14 July 2023.
Moralo, S., & Graupner, L. I. (2022). Workplace counselling in the changing world of work: An industrial psychology perspective. <i>24th Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Virtually, 13-15 July 2022</i> .
du Plessis, M; Baloyi, S; Johnson, A; Ledimo, O; van Lill, R and Graupner, L. (2022) Panel discussion. Workplace Counselling in industrial psychology knowledge base: Where are we and where are we heading? <i>24th Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Virtually, 13-15 July 2022</i> .
du Plessis, M; Graupner, L; Jacobs, C; Jaga, A; Moralo, S. (2021). Panel Discussion. Supporting ethical and humane practices: How prepared are Industrial Psychologists to counsel in the workplace? <i>23rd Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Virtually, 13-15 July 2021</i> .
Jorgensen-Graupner, L. I. (2019). Ethics in the 4 th Industrial Revolution: the role of the IO- practitioner. Guest speaker for pre-conference workshop (Integrity International). <i>Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 22-24 July</i> .
Jorgensen, L. I. (2017). Using encounter groups to prepare work psychologists as workplace counsellors. Paper presented 126 th American Psychological Association Convention, Washington DC, USA 9-12 August 2017.
Jorgensen, L. I., Van Straaten A., Hill C., & Nel, A. (2017). Investigating personal growth initiative among Industrial Psychology students. The 2 nd People Development in Africa Conference, Skukuza, South Africa, 7-10 May 2017.
Jorgensen, L. I. (2016). Training emerging industrial psychologists as workplace counsellors. <i>UOIT conference, Potchefstroom campus, 9-11 November 2015</i> .
Invited speaker. Jorgensen, L. I. (2015). A model of work-related well-being intervention. <i>Knowledge Resources. HR Business partners. Rosebank, Johannesburg, 10 June, 2015</i> .

Jorgensen, L. I., Barkhuizen, H., & Brink, L. (2014). Training Industrial-Organisational Psychologists as counsellors: theory vs. practice. A presentation made at the <i>International Conference for Applied Psychology</i> , Paris, France (8-13 July 2014).
Asiwe, D., Hill, C., & Jorgensen, L. I. (2013). Validity and reliability of the adapted job demands and resources scale for workers in an agricultural organisation in South Africa. <i>Paper presented at the 1st World conference on personality, Stellenbosch, South Africa. 19-23 March 2013.</i>
Invited panel member. (2013). Watering down the profession: The case of the industrial psychology intern. <i>Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 29-30 July 2013.</i> ISBN nr: 978-0-620-56057-3
Jorgensen, L. I., Taute, C., Jonker, C. S., & Meiring, D. (2012) Revealing the emotion lexicon of the Setswana language within the South African Police Service. <i>Poster presented at the 21st Conference of the International Association for Cross-Cultural Psychology, Stellenbosch, 17-21 July 2012.</i>
Els, B., & Jorgensen, L. I. (2012). The evaluation of a leadership development centre in a manufacturing organisation in the steel industry. <i>Poster presented at the 30th International Congress of Psychology, Cape Town, 22-27 July 2012.</i>
Mulder, G., Jorgensen, L. I., & Meiring, D. (2012). The evaluation of a frame-of-reference training programme for assessors of assessment centres. <i>Paper presented at the Assessment Centre Study Group 32nd Annual Conference. Stellenbosch, 14-16 March 2012.</i>
Jorgensen, L. I. (2011). A strength-based helping skills training programme for coaches. <i>Poster presented at the First International Congress of Coaching Psychology. Pretoria, 26-27 May 2011.</i>
Jorgensen, L. I., & Du Preez, L. I. (2011). The evaluation of a helping skills training programme for psychometrists. <i>Paper presented at the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 28-29 July 2011.</i>
Rothmann, S., Hill, C., & Jorgensen, L. I. (2011) Coping and work engagement in three occupation groups in South Africa. <i>Paper presented at the Third International conference on coping with stress: Resilience and engagement. Pretoria, 18-20 September 2011.</i>
Jorgensen, L. I., & Rothmann, S. (2010). The evaluation of a work-related well-being intervention. <i>Paper presented at the 22nd annual conference for the South African Institute for Management Scientists (SAIMS), Eastern Cape, 12-15 September 2010.</i>
Jorgensen, L. I., Watson, M. S., & Meiring, D. (2010). The development of an emotion competence intervention for the South African Police Service. <i>Paper presented at the Society for Industrial and Organisational Psychology South Africa (SIOPSA), Pretoria, 29-30 July 2010.</i>
Meiring, D., Watson, M. S., & Jorgensen, L. I. (2010). The construction of an emotion competence intervention for the South African Police Service. <i>Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.</i>
Jorgensen, L. I., & Rothmann, S. (2008). The evaluation of a work-related well-being intervention in the South African Police Service. <i>Poster presented at the 19th International Congress of IACCP, Bremen, Germany, 27-31 July 2008.</i>
Jorgensen, L. I., & Rothmann, S. (2008). The evaluation of a work-related well-being intervention in the South African Police Service. <i>Paper presented at the 10th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, 22-23 May 2008.</i>

6.2 Conference chairing

SESSIONS CHAIRED:
28-30 July 2015. Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria

29-30 July 2014. Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria
20 March 2013. Session PA4-1. 1 st World conference on personality, Stellenbosch. 19-23 March 2013.
20 March 2013. Session PA4-2. 1 st World conference on personality, Stellenbosch. 19-23 March 2013.
27 September 2011. Session Human Capital Management and Leadership 5 th International Business Conference (IBC). Mauritius, 26-30 September 2011.
27 September 2011. Panel Session (TUT Business School) A framework for effective mentoring in Universities of Technology. 5 th International Business Conference (IBC). Mauritius, 26-30 September 2011.

6.2 Guest lectures and webinars

CONFERENCES
Invited speaker. Graupner, L. I. (2023). Managing Work-Related Wellbeing in IOP. CPD group, Centurion, 6 June 2023.
Invited speaker. Graupner, L. I. (2022). Work-Related Wellbeing. Positive Psychology Masters class NWU, 9 May 2022.
Invited speaker. Graupner, L. I. (2021). Returning to the office- Jay! No way! Webinar presented: NWU. 28 October 2021
Invited speaker. Graupner, L. I. (2021). Lunch time sessions: Navigating through times of crises. 23rd Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Virtually, 13-15 July 2021.
Invited speaker. Graupner, L. I. (2021). When to refer to a psychologist. Empowering coaches to understand what ques to look for in a client. Webinar presented for SIOPSA (Comensa). 26 March 2021
Invited speaker. Graupner, L. I. (2020). Inspiring growth coaching. Workshop presented to Industrial psychology practitioners (online). 27-28 November 2020
Invited speaker. Graupner, L. I. (2020). Keeping it together in the workplace: Potchefstroom Business Chambers & NWU (Virtual). 6 August 2020
Invited speaker. Graupner, L. I. (2020). Disaster and Crisis management on the Frontline. SIOPSA (Virtual). 29 April 2020.
Invited speaker. Jorgensen, L. I. (2016). Well-being. Solidariteit, Helpende Hand Potchefstroom (February, 2016).
Invited guest lecture. (2013-2016). The 16PF Questionnaire in the workplace. IOPS 624 class, Industrial Psychology Programme, Vanderbijlpark, (NWU).
Invited speaker. Jorgensen, L. I. (2015). A model of work-related well-being intervention. Knowledge Resources. HR Business partners. Rosebank, Johannesburg, 10 June, 2015.
Invited panel member. Watering down the profession: The case of the industrial psychology intern. Annual conference for the Society for Industrial and Organisational Psychology South Africa (SIOPSA). Pretoria, 29-30 July 2013. ISBN nr: 978-0-620-56057-3
16 PF accreditation training (Military Psychology Institute, Pretoria). (2014-2015)
Guest lecturing: University of Namibia (master's and honours class): 2011

7. Supervision of post-graduate students

7.1 Master's students

Nr	Degree	Supervision	Topic	Degree Obtained
1	MCom IOP	Supervisor	Revealing the emotion lexicon of the Setswana language within the South African Police Service	2010
2	MA IOP	Supervisor	The Development of an Emotions Competence Intervention in the South African Police Service	2010
3	MA IOP	Supervisor	The evaluation of a helping skills training programme for psychometrists	2011
4	MCom IOP	Supervisor	The evaluation of a leadership development centre for a manufacturing organisation in the steel industry	2012
5	MCom IOP	Supervisor	The evaluation of a frame-of-reference training programme for assessors of assessment centres	2012
6	MCom IOP	Assistant-Supervisor	An investigation of emotion experiences at work: A Critical Incident Technique approach	2013
7	MA IOP	Supervisor	An assessment of the invariance of work-related well-being in selected South-African sectors.	2013
8	MCom IOP	Supervisor	Theory and practice: A critical review of Industrial-Organisational Psychologists' counselling skills training	2013
9	MCom IOP	Supervisor	The evaluation of a strength based facilitation training programme for human resource practitioners	2014
10	MCom IOP	Supervisor	The Personal Growth Initiative of Industrial Psychology students at a higher education institution	2014
11	MCom IOP	Supervisor	Exploring the experiences of counsellors during a trauma counselling training programme	2015
12	MCom IOP	Supervisor	Trauma management amongst paramedics in Gauteng	2015
13	MCom IOP	Co- Supervisor	Assessing the nomological network of the South African Personality Inventory	2016
14	MCom LA	Co- Supervisor	Exploring the traumatic experiences of South African strike managers during strikes	2017
15	MCom HRM	Supervisor	Exploring the influence of training and development on work engagement in a	2017

			tertiary educational institution in South Africa	
16	MCom IOPS	Supervisor	Understanding corporate social responsibility through an industrial-organisational psychology perspective: A case study	2017
17	MCom IOPS	Co-Supervisor	Exploring psychological trauma management in the mining industry in the North West Province: A case study	2017
18	MCom IOPS	Supervisor	Evaluating a Solution-focused Counselling Programme for Industrial Psychology Practitioners	2017
19	MCom IOPS	Supervisor	Exploring the impact awareness of character strengths has on perceived group work among post-graduate Industrial Psychology students.	2018
20	MCom IOPS	Supervisor	The evaluation of a personal development programme for service learning for NRF graduates at a tertiary educational institution	March 2018
21	MCom HRM	Supervisor	Developing and evaluating a strength-based coaching skills training programme for human resource practitioners at a tertiary institution	March 2018
22	MCom HRM	Co-Supervisor	Exploring the experiences of pre-retirement organisational strategies within the South African tyre manufacturing industry	Nov 2019
22	MCom IOP	Supervisor	Exploring life-design counselling as a career counselling intervention for the industrial psychology profession	Nov 2020
23	MCom HRM	Supervisor	Exploring employee perception of performance appraisal instruments and job outcomes within a South African Government department	Nov 2021
24	MCom IOP	Supervisor	Workplace counselling in the changing world of work: An industrial psychology perspective	March 2021
25	MCom IOP	Supervisor	Exploring the application of the Framework for Inspiring Growth model for industrial and organisational psychologists as coaches	March 2022
26	MCom IOP	Supervisor	Exploring the experiences of human resource practitioners managing labour	Nov 2023

			relations incidents in the Correctional Services	
27	MCom HRM	Supervisor	Exploring and evaluating a strength-based skills training programme for unemployed graduates in the South African labour market	Nov 2023
28	MAdmin HRM	Supervisor	Developing and evaluating a character strengths intervention for educators at a public primary school	Nov 2024
29	MCom IOP	Supervisor	Exploring the work-related well-being of farmworkers in the Northern Cape.	Nov 2023
30	MCom IOP	Supervisor	Exploring the perceptions of emotional intelligence training to equip Industrial and Organisational Psychologists as workplace counsellors	Nov 2024

7.2 PhD students

Nr	Student	Degree	Supervision	Topic	Degree Obtained
1	Asiwe, DN	PhD IOP	Promoter	A model of work-related well-being of workers in a South African agricultural organisation	2014
2	Jonker, B	PhD IOP	Promoter	Trauma management in the workplace	Nov 2019
3	Moralo, TS	PhD IOP	Promoter	Developing and evaluating a mental health management training programme for emerging industrial and organisational psychologists	Nov 2025
4.	Oelofse, T	PhD HRM	Co-Promoter	The development and evaluation of a work-to-retirement programme for South African employees	Nov 2025
5	PV Darangwa	PhD HRM	Promoter	An ethical framework for implementing Artificial Intelligence in Human Resource Management in South Africa	Nov 2025
6	D Mthselwane	PhD HRM	Co-promoter	Developing a short learning programme to enhance critical competencies for emerging Human Resources practitioners	Nov 2024
7	Mthembu, TS	PhD HRM	Promoter	Exploring and developing a wise-leader development programme for management in the public sector	Nov 2025

8. LEADERSHIP AND MANAGEMENT

- Master Programme Leader: Industrial Psychology Programme (2023-)

- Deputy School Director: School of Industrial Psychology and Human Resource Management (2018-2023)
- Member of the Local Organising Committee for the 4th International Conference of the HR Division (2023)
- Chair of the community service committee for the Faculty of Economic and Management Sciences (2014-2018)
- Member of NWU community service committee (2014-2018)
- Member of Advisory Committee to the Student Representative Council (2014-2019)
- Programme leader (2010-2013): Industrial Psychology and Human Resource Management Master's and PhD programmes
- Manager of HPCSA internship process of honours and master's students (2011-2015)
- Organising committee: First World Conference on Personality (2013, Stellenbosch)
- Management of the HEQF process for Industrial Psychology and Human Resource Management Master's and PhD programmes (2011-2017)
- Management of the HEQF and ICAS process for Industrial Psychology professional degree programmes (2015-2017)

Editorial boards, societies and councils

- Chair of Workplace Counselling Committee (Professional Practice committee) SIOPSA (2022-)
- Chair of HoD forum SIOPSA (2022-2023)
- Review Editor: Frontiers in Psychology (Positive Psychology Subsection) (2021)
- Section editor: South African Journal of Industrial Psychology (2013-2015)
- Member of executive committee of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA) (2012-2015)
- Branch chair and founder: North West Province for the Society for Industrial and Organisational Psychology in South Africa (SIOPSA) (2012-2015)
- Committee member: North West Province for the Society for Industrial and Organisational Psychology in South Africa (SIOPSA) (2012- 2018)
- Member of internship institution evaluation subcommittee Health Professions Council of South Africa (HPCSA) (2012-2022)
- Member of the subcommittee for Industrial Psychology board examinations (HPCSA) (2015-2022)
- Member of Health Profession Council of SA: Membership nr PS 0060712
- Professional member of the Society for Industrial and Organisational Psychology of South Africa (SIOPSA)
- American Academy of Experts in Traumatic Stress (full member).

9. Professional practice

Supervisor of internships (HPCSA)

Supervising psychologist for intern-psychologists in both private and public sector.

10. Participation as reviewer and examiner

Reviewer

Reviewer of the following accredited conference proceedings and scientific manuscripts for academic journals:

- International Business Conference (IBC)
- Annual conference for the South African Institute for Management Scientists (SAIMS)
- Journal of Social Sciences
- South African Journal of Industrial Psychology
- African Journal of Business Management
- Frontiers in Psychology

External examiner: Master's and PhD degrees

Examiner of dissertations and theses for the following academic institutions

- NWU (Potchefstroom Campus) (1999-)
- University of Johannesburg (UJ)
- University of Cape Town.
- University of Witwatersrand, Johannesburg.
- University of Namibia.
- University of South Africa (UNISA)

External examiner of modules:

- University of Pretoria: Industrial Psychology Assessment (MHB803 & BDO372)
- Midrand Graduate Institute: Management of Training (CMOT121, 221, 321 & CHRP 321)
- University of Johannesburg: Industrial Psychology Testing and Assessment (IPSX803)
- University of Stellenbosch: Career Psychology (774)

11. Other

Research metrics

Orcid ID	0000-0052-7604-9607
Web of science h-index	6
i10-index	14
Scopus h-index	5
Google scholar h-index	12
Citations	5773

For h-index profile and others:

https://www.researchgate.net/profile/Lene_Jorgensen2

<https://scholar.google.com/citations?user=RaHNnasAAAAJ>

Awards received

Academic awards

2010: Institutional teaching in excellence award, Potchefstroom Campus (ITOU)

2011-2015: Top 20 performance, Faculty of Economic and Management Sciences

2014: SIOPSA Branch of the year (Potchefstroom)

2016: NWU teaching in excellence award (TEA)

2017: Article selected for SIOPSA eCPD platform (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). (ISSN 0258-5200).)

2020: Article selected for SIOPSA eCPD platform (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)

2021: Academic of the year. SIOPSA.

2023: Special presidential vote of thanks with Andre J Johnson and Karel Stanz (SIOPSA, 2023)

Research awards

2011-2013: NRF grant – Thuthuka programme (Grant nr 76306)

2011-2019: Registered research project with the NWU (ethics committee approved): “Helping and support skills” (NWU -00084 -10 A4)

2018-: NRF rated researcher (C2)

12. Community service

- Volunteer trauma and community counsellor
- Career and study counselling
- Mentorship and life coaching sessions for honours and master’s students

13. Practice work

Assessment centres, job selection and placement for various companies

Workplace counselling and facilitation

Guest speaker at organisations (wellbeing, stress management, interpersonal relations)

14. COLLABORATORS AND REFERENCES

Collaborators

Prof Marieta du Plessis; Industrial Psychology Department; University of the Western Cape; Tel nr: 021 959 3175; Email: mduplessis@uwc.ac.za . (Project: Skills development)

Prof Carin Hill; University of Johannesburg. Cell nr: 083 685 0756; Email: chill@uj.co.za. (Project: Skills development)

References

National

Prof Karel Stanz: Director: School of Human Resource Sciences; Faculty of Economic and Management Sciences; University of Pretoria; Tel nr: 0825596672; Email: karel.stanz@up.ac.za

International

Prof Elias Mpofu: University of Sydney. Faculty of Health Sciences. Tel. +61 2 9036 7370 Email: elias.mpofu@sydney.edu.au

Prof Johnny Fontaine: Department of Personnel, Work and Organisational Psychology. Faculty of Psychology and Educational Sciences. Ghent University. Gent, Belgium. tel. * 32 9 264 64 57. fax. * 32 9 264 64 94. E-mail: johnny.fontaine@ugent.be. (Worked together on Emotions project since 2008).