

CURRICULUM VITAE

1 PERSONAL DETAILS

Current position : Senior Lecturer/HR Programme Leader

Full names and surname : Jacqueline Bosman

HPCSA registration : PS0093203

ID number : 7709270194086

Date of birth : 27 September 1977

Gender : Female

Marital status : Married

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2 TERTIARY QUALIFICATIONS

1999	BA Industrial Psychology (cum laude)	PU for CHE Vaal Triangle Campus (VTC)	Industrial Psychology
2000	BA Hons (cum laude)	PU for CHE (VTC)	Industrial Psychology
2002	MA (cum laude)	PU for CHE	Industrial Psychology
2005	PhD	North West University (NWU)	Industrial Psychology

3 SUMMARY OF ACADEMIC ROLE IN SCHOOL OF INDUSTRIAL PSYCHOLOGY AND HUMAN RESOURCE MANAGEMENT (VANDERBIJLPARK CAMPUS)

2018 – 2019	Industrial Psychology Programme Leader Master's dissertation supervision (1 graduate) Master's student mentorship Internship Academic Supervision (2 completed) <i>Modules Presented:</i> IOPS 311: Organisational Psychology HRMA 623: Strategic Human Resource Management IOPP 877: Psychology of Work-related Well-being
2020	Industrial Psychology Programme Leader Honours & Masters Selection Co-ordinator hybrid phased approach Master's dissertation supervision (3 graduates)

	<p>Master's student mentorship</p> <p>Internship Academic Supervision (1 completed)</p> <p><i>Modules Presented:</i></p> <p>HRMA 623: Strategic Human Resource Management</p> <p>IOPP 877: Psychology of Work-related Well-being</p> <p>SABPP Academic of the Year Award</p>
2021	<p>Industrial Psychology Programme Leader</p> <p>Acting Deputy Director as from midyear</p> <p>Honours & Masters Selection Co-ordinator hybrid phased approach</p> <p>Master's dissertation supervision (1 graduate)</p> <p>Master's student mentorship</p> <p>Internship Academic Supervision (1 completed)</p> <p><i>Modules Presented:</i></p> <p>IOPP 877: Psychology of Work-related Well-being</p>
2022	<p>Acting Deputy Director</p> <p>Honours & Masters Selection Co-ordinator hybrid phased approach</p> <p>Master's dissertation supervision (5 in process)</p> <p>Master's student mentorship</p> <p>Internship Academic Supervision (1 completed)</p> <p><i>Modules Presented:</i></p> <p>PSDT 111: Professional Skills Development (Accounting and Law Students)</p> <p>HRMA 221: Performance Management and Rewards</p> <p>IOPP 877: Psychology of Work-related Well-being</p>
2023	<p>Acting Deputy Director</p> <p>Honours & Masters Selection Co-ordinator hybrid phased approach</p> <p>Master's & PhD dissertation supervision (5 masters & 1 PhD)</p> <p>Master's student mentorship</p> <p>Internship Academic Supervision</p> <p><i>Modules Presented:</i></p> <p>IOPP 613: Organisational Psychology, Development and Change</p> <p>IOPP 877: Psychology of Work-related Well-being</p>
2024	<p>HR Programme Leader</p> <p>Masters Selection Co-ordinator hybrid phased approach</p> <p>Master's & PhD dissertation supervision (5 master's & 1 PhD)</p> <p>Internship Academic Supervision</p> <p><i>Modules Presented:</i></p> <p>IOPP 877: Psychology of Work-related Well-being</p> <p>IOPP 878: Applied Counselling</p>

4 CAREER HISTORY

01/2023 to date	North West University,	HR Programme Leader
11/2017 to date	Vanderbijlpark Campus	Senior Lecturer
05/2021 to 12/2023		Acting Deputy Director School of IPS & HRM

2017 to date	Occasional consulting	Safety Psychology and Psycho-legal
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05/2016 – 10/2017	Self-employed	Industrial Psychologist/Consultant
		- Safety Psychology
		- Psycho-legal Consultant

10/2015 – 04/2016	Sasol SHE Functional Core Division	Head of Behaviour and Culture
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Group Head of Behaviour and Culture function. Technical lead for specialists in various hubs. Influence and enable leadership to improve SHE performance through Behaviour and Culture interventions to achieve zero harm sustainably. Establishing and aligning the new Behavioural Transformation and Behaviour Based Safety teams and individuals in the operating hubs. Succession and competence of BT and BBS.

11/2012 – 09/2015	Sasol Group Services (SGS) SHE Professional Shared Services (PSS)	Senior Specialist SHE: Behaviour Scientist: Team Lead
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Lead team of Industrial Psychologists specialising in safety climate improvement. Enable leadership to enhance safety engagement and climate towards achieving sustainable zero harm.

04/2011 - 10/2012	SGS SHE PSS	Senior Specialist SHE: Behaviour Scientist
08/2009 - 03/2011	Sasol Infrachem	Behavioural Specialist – SHERQ
01/2008 - 08/2009	Sasol Polymers, Polythene business	Learning and Development Manager

To translate business strategies and initiatives into Learning & Development systems and processes for the Polythene Business and manage the implementation of these by a dedicated team of Development Professionals as well as using other subject matter experts.

02/2007 - 12/2007	Sasol Polymers, HR, OD & Projects	Organisational Development & Change Specialist
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Facilitating the translation of business strategy and corporate initiatives into business unit HR systems and processes. Applying psychological and OD theories, research methods, and

intervention strategies to workplace issues to make the organisation more productive and efficient.

2007 – 2012	NWU (VTC)	Post Graduate Guest Lecturer - Research Methodology
2003 - 01/2007	NWU (VTC)	Senior Lecturer
2000 - 01/2007	Rostowsky, May & Linde Inc. Louis Linde Inc. Elna May Inc.	Psychometrist/Psycho-legal Consultant

5 PUBLICATIONS AND RESEARCH OUTPUTS

5.1 Articles in journals

BOSMAN, J., BUITENDACH, J., & LABA, K. 2005. Job insecurity, burnout and organisational commitment among employees of a government organisation. *South African Journal of Industrial Psychology*, 31 (4).

BOSMAN, J. & BUITENDACH, J., & ROTHMANN, S. 2005. Work locus of control and dispositional optimism as antecedents to job insecurity. *South African Journal of Industrial Psychology*, 31 (4).

BOSMAN, J., ROTHMANN, S., & BUITENDACH, J. 2005. Job insecurity, burnout and engagement: The role of negative affectivity. *South African Journal of Industrial Psychology*, 31 (4).

VAN DER ELST, T., BOSMAN, J., DE CUYPER, N., STOUTEN, J., & DE WITTE, H. 2013. Job insecurity, well-being and work engagement: Moderation by positive affectivity. A test in South African workers. *Applied Psychology*, 62(4), 558-570.

PUTTER, I., VAN DER VAART, L., & BOSMAN, J. (2024). Evaluating Need Crafting: Scale Validation and Workplace Implications. *Behavioral Sciences*, 14(4).

5.2 Papers presented at conferences

BUITENDACH, J., & BOSMAN, J. 2004. Job insecurity and psychological strengths of service workers in a parastatal. Poster presented at the 2nd South African Wellness Conference, 24 - 26 March 2004, Potchefstroom.

BOSMAN, J., BUITENDACH, J., & ROTHMANN, S. 2005. Job insecurity and wellness of employees in a government organisation. Paper presented at The Changing World of Work Conference, 8 - 9 May 2005, Vanderbijlpark.

VILJOEN, E., BOSMAN, J., & BUITENDACH, J. 2005. Job insecurity and psychological well-being of employees in a government organisation, Poster presented at The Changing World of Work Conference, 8 - 9 May 2005, Vanderbijlpark.

BOSMAN, J., BUITENDACH, J., & ROTHMANN, S. 2005. Job insecurity and wellness of employees in a government organisation. Paper presented at The EAWOP 2005 Conference, May 2005, Istanbul, Turkey.

VILJOEN, E., BOSMAN, J., & BUITENDACH, J. 2005. Job insecurity and psychological well-being of employees in a government organisation, Paper presented at The EAWOP 2005 Conference, May 2005, Istanbul, Turkey.

BOSMAN, J., & DE WITTE, H. 2006. Job insecurity, general health and work engagement: The role of positive affectivity. Paper presented at the Sixth Conference on Psychology and Health, May 2006, Netherlands.

SNYGANS, C., BOSMAN, J., & DU TOIT, D. 2019. Authentic leadership, fun at work, work engagement and perceived work performance in a chemical organisation. Paper presented at the 21st Annual SIOPSA Conference, 22 – 24 July, Pretoria.

PUTTER, I., VAN DER VAART, L., & BOSMAN, J. 2024. Evaluating Need Crafting: Scale Validation and Workplace Implications. Paper presented at the 26st Annual SIOPSA Conference, 17 – 19 July, Johannesburg.

4.3 Study Leader - Masters completed

2005 Snoer, S. *Job insecurity and wellness of employees in a government organisation in the Free State*. Masters Industrial Psychology ; NWU (VTC)

2005 Maree, M. Core self evaluations and job insecurity of employees in a government organisation. Masters Industrial Psychology ; NWU (VTC)

2005 Grant, D. *The mediating effect of situational sense of coherence on the relationship between job insecurity and general health: A comparative study*. Industrial Psychology ; NWU (VTC)

2005 Labuschagne, M. *Job insecurity, job satisfaction and work locus of control of employees in a government organisation*. Masters Industrial Psychology, NWU (VTC)

2005 Thinane, G. *Job insecurity, job satisfaction, organisational commitment, burnout and work engagement of personnel after an incorporation of tertiary educational institutions*. Masters Industrial Psychology, NWU (VTC)

2006 Van Eck, M. *Technostress and work wellness*. Masters Industrial Psychology ; NWU (VTC)

2006 Ngwenya, D. *Job insecurity, job satisfaction and situational sense of coherence of civil servants in the Johannesburg-West District Education Department*. Masters Industrial Psychology ; NWU (VTC)

2006 Leach, R. *Job insecurity, resilience, and general health of motor trade employees*. Masters Industrial Psychology ; NWU (VTC)

- 2006 Ramakau, J. *The relationship between job insecurity, job satisfaction, affective organisational commitment and work locus of control*. Masters Industrial Psychology ; NWU (VTC)
- 2008 Pretorius, L. *Resilience, self-efficacy, burnout and work wellness of employees in a chemical organisation*. Masters Industrial Psychology ; NWU (VTC)
- 2019 Snygans, C. *Authentic leadership, fun at work, work engagement and perceived work performance in a chemical organisation*. Masters Industrial Psychology. NWU (VC)
- 2020 Jayamaha, T. *Person-environment fit, authentic leadership, psychological meaningfulness and individual work performance of young professionals in South Africa*. Masters Industrial Psychology. NWU (VC)
- 2020 Musi, K. *Job insecurity and work engagement of staff in higher education: The role of job crafting*. Masters Industrial Psychology; NWU (VC)
- 2020 Honoko, M. *Exploring the experiences of female sales employees in the furniture retail industry*. Masters Industrial Psychology; NWU (VC)
- 2021 Poonyane, L. *Role clarity, psychological empowerment and individual work performance of trainee accountants*. Masters Industrial Psychology; NWU (VC)
- 2023 Scholtz, M. *Employee well-being: Exploring the perspectives of South African managers in selected consulting firms*. Masters Industrial Psychology; NWU (VC)
- 2024 Kruger, T. *Exploring educator's perceptions of work capabilities in an online and hybrid higher education teaching environment*. Masters Industrial Psychology, NWU (VC)

4.4 Study Leader - PhD completed

- 2010 Botha, E. *Job insecurity and wellness of employees in a co-operation*. PhD Industrial Psychology ; NWU (VTC)