

Curriculum Vitae

1. General information

Title, name and surname:	Prof L (Leon) T.B. Jackson
Maiden name:	N/A
Date of birth:	19 September 1966
Gender:	Male
Nationality	RSA
Marital status:	Married
Citizenship:	RSA
Professional registrations:	HPCSA; SABPP; IACCP

2. Contact details

Organisation where based:	NWU Business School, North-West University
Faculty or School:	Faculty of Economic and Management Sciences
Work telephone number:	+27 18 85 2040
Work fax number:	+27 86 8831966
Cell phone number:	+ 27 82 840 1135
E-mail address:	Leon.Jackson@nwu.ac.za
Website address:	http://commerce.nwu.ac.za/business-school
Work postal address:	Inernal Box 296, NWU Business School
Work physical address:	Corner Esselen and Thabo Mbeki

3. Qualifications (start with highest qualification)

Qualification type:	PhD
Field of study:	Cross-Cultural Psychology
Institution:	Tilburg University, The Netherlands
Year obtained:	2019

Qualification type:	PhD
Field of study:	Industrial Psychology
Institution:	North West University, RSA
Year obtained:	2004

Qualification type:	MA
Field of study:	Industrial Psychology
Institution:	PU for CHE, RSA
Year obtained:	2001

Qualification type:	MBA
Field of study:	Management
Institution:	PU for CHE, RSA
Year obtained:	2000

Qualification type:	BA Honours
Field of study:	Industrial Psychology
Institution:	PU for CHE
Year obtained:	1996

Qualification type:	BA
Field of study:	Industrial Psychology
Institution:	PU for CHE, RSA
Year obtained:	1994

Qualification type:	Senior Primary Education Diploma
Field of study:	Education
Institution:	Rand College of Education, RSA
Year obtained:	1988

4. Employment history (start with current position)

Position:	Organisation	Appointed from-to:
Prof. of Leadership / OD	NWU Business School	2015 - present
Ass Prof: OD	NWU Business School	2009 - 2015
Ass Prof: OB	School of Human Resources Sciences	2008 - 2007
Director	School of Human Resources Sciences	2006 - 2008
Senior lecturer	School of Human Resources Sciences	2005 - 2005
Lecturer	School of Human Resources Sciences	2000 - 2004
HOD: Commerce	Promosa Secondary School	1995 - 1999
Teacher	Promosa Secondary School	1989 - 1994

5. Research expertise

Scientific domain:	Industrial Psychology
Main research field:	Organisation Behaviour
Fields of specialization:	Leadership, Employee attitudes, Job characteristics
NRF rating and year rated:	C2 (2020)

6. Publications (list publications of the last 3 years)

International publications:	Jackson, L.T.B. & Van de Vijver, A.J.R. (2018). Confirming the Structure of the Dual ProcesModel of Diversity amongst Office-Based Employees of a State Department in South Africa, <i>Journal of Psychology in Africa</i>, 28(3), 182-191. https://doi.org/10.1080/14330237.2018.1475468 McCallaghan, S., Jackson, L.T.B., & Heyns, M. (2018) An evaluation of the personal and organizational diversity climate in a selection of South African companies, <i>12th International Business Conference Proceedings</i>, 4, 1083-1098. Jackson, S. & Jackson, L.T.B. (2019). Self-esteem: Its mediating effects on the relationship between discrimination at work and employee organisation commitment and turn-over intention. <i>Journal of Psychology in Africa</i>, 29(1), 13-21. https://doi.org?10.1080?14330237.2019.1568065 McCallaghan, S., Jackson, L.T.B., & Heyns, M. (2019). Transformational leadership, diversity climate and job satisfaction in selected South African companies. <i>Journal of Psychology in Africa</i>, 29(3), 195-202. https://doi.org/10.1080/14330237.2019.1619994 McCallaghan, S., Jackson, L.T.B., & Heyns, M.M. (2019). The mediating effect of organisational diversity climate between a form of destructive leadership and intention to quit. <i>Journal of Psychology in Africa</i>, 29(6), 563-569. https://doi.org/10.1080/14330237.2019.1695078 Jackson, L.T.B. & Anthony, S. (2019). Female Representation and challenges in A Selection of South African Male Dominated Companies. <i>13th International Business Conference Proceedings</i>, 1131-1154.
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	Jackson, L.T.B. & Beukes, B. (2019). Job characteristics in burnout and intentions to quit of a TVET college staff member in the North West Province. <i>13th International Business Conference Proceedings</i>, 1111-1130. McCallaghan, S., Jackson, L.T.B., & Heyns, M. (2019) Gender and race perspectives on leadership and diversity climate in selected South African companies., <i>12th International Business Conference Proceedings</i>, 1019-1038. McCallaghan, S., Jackson, L.T.B., & Heyns, M.M. (2020). Servant leadership, diversity climate and organisational citizenship behaviour at a selection of South African companies. <i>Journal of Psychology in Africa</i>, 50(5), 379-383. https://doi.org/10.1080/14330237.2020.1821310 Jackson, L., Adams, B. G., & Bender, M. (2021). Acculturation and Diversity Management at Work: The Case of Multicultural South Africa. In M. Bender & B. G. Adams (Eds.) <i>Methods and Assessment in Culture and Psychology</i> (p. 78-100). Cambridge: Cambridge University Press. Jackson, L.T.B. (2021). A Multicultural Climate, Self-Esteem and Employee Attitudes. <i>Psychology and Behavioral Science International Journal</i> (Accepted for publication and forthcoming)
National publications:	Jackson L.T.B. & Fransman, E.I. (2018). Flexible work, financial well-being, work-life balance, subjective experiences of productivity and job satisfaction in an institution of higher learning. <i>South African Journal for Economic and Management Sciences</i>, 21(1), a1487. https://doi.org/10.4102/sajems.v21i1.1487 Jackson, L.T.B. & Van de Vijver, A.J.R. (2018). Multiculturalism in the Workplace: Model and Test. <i>South African Journal of Human Resource Management</i>, 16(0), a908. https://doi.org/10.4102/sajhrm.v16i0.908 Jackson, L.T.B. (2018). The role of job demands and resources in employee attitudes in a national government department. <i>South African Journal of Public Administration</i>, 53(3), 731-749. www.saapam.co.za McCallaghan, S., Jackson, L.T., & Heyns, M. (2019). Exploring organisational diversity climate with associated antecedents and employee outcomes. <i>South African Journal of Industrial Psychology</i>, 45(0), a1614. https://doi.org/10.4102/sajip.v45i0.1614 McCallaghan, S., Jackson, L.T.B., & Heyns, M.M. (2020). The indirect effect of servant leadership on employee attitudes through diversity climate in selected South African organisations. <i>SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur</i>, 18(0), a1297. https://doi.org/10.4102/sajhrm.v18i0.1297 Jackson, L.T.B. (2020). Introduction to Organisation Development. In N. Martins & D. Geldenhuys (Eds.), <i>Fundamentals of Organisation Development</i> (2nd Edition). Cape Town: Juta and Company (Pty) Ltd. 1-30.

7. Papers delivered (of the last 3 years?)

International papers:	McCallaghan, S., Jackson, L.T.B., & Heyns, M. (2018) An evaluation of the personal and organizational diversity climate in a selection of South African companies, <i>12th International Business Conference of the Business Schools Partners Network (BSPN)</i>, Mauritius, September, 24. Jackson, L.T.B. & Anthony, S. (2019). Female Representation and challenges in A Selection of South African Male Dominated Companies. <i>13th International Business Conference of the Business Schools Partners Network (BSPN)</i>, Hermanus, Cape Town, September.
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	Jackson, L.T.B. & Beukes, B. (2019). Job characteristics in burnout and intentions to quit of a TVET college staff member in the North West Province. <i>13th International Business Conference of the Business Schools Partners Network (BSPN)</i>, Hermanus, Cape Town, September McCallaghan, S., Jackson, L.T.B., & Heyns, M. (2019) Gender and race perspectives on leadership and diversity climate in selected South African companies. <i>13th International Business Conference 13th International Business Conference of the Business Schools Partners Network (BSPN)</i>, Hermanus, Cape Town, September Jackson, L.T.B. & Strydom, B. (2020). Investigating job characteristics and employee attitudes in a manufacturing concern. International Conference on Business and Management,(ICBMD) Virtual event, October 2
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