

CURRICULUM VITAE

1 PERSONAL PARTICULARS AND CAREER HISTORY

1.1 Personal particulars

Personnel number : 11209658
Current position : Professor-Leadership
Person : **Prof. Dr. L.T.B. Jackson (MBA.; MA.; Ph D.)**
First names : Leone Trodricht Basie
Name : Leon
Identity number : 660919 5056 082 Date of birth : 1966/09/19
Sex : Male Marital status : Married
Church : Anglican
Telephone (w) : (018) 850 2040 Telephone (h) : (018) 296 0198
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Electronic mail : Leon.Jackson@nwu.ac.za
Address : 17 Harwood Street: Promosa; POTCHEFSTROOM; 2520
Faculty : Economic and Management Sciences
Department : North West University Business School
Date appointed : 2000/01/01

1.2 Career history

yyyy	Position occupied	Name of employer
1989-1994	Teacher – Promosa Secondary	North-West DoE
1995-1999	Commercial subjects (HOD.) – Promosa Secondary	North-West DoE
2000-2004	Lecturer – School for Human Resource Sciences: Industrial Psychology	North-West (Potchefstroom Campus) University
2005-2005	Senior Lecturer – School for Human Resource Sciences: Industrial Psychology	North-West (Potchefstroom Campus) University
2006 - 2008	Director – School for Human Resource Sciences: Industrial Psychology	North-West (Potchefstroom Campus) University
2007 - 2008	Ass Professor – School for Human Resource Sciences: Industrial Psychology	North-West (Potchefstroom Campus) University
2009	- Ass Professor – Potchefstroom Business School (PBS)	North-West (Potchefstroom Campus) University
present	- Professor – NorthWest University Business School (PBS)	North-West (Potchefstroom Campus) University

2 ACADEMIC AND PROFESSIONAL QUALIFICATIONS

2.1 Secondary education

Name of High School: Promosa Secondary School

Matric: 1984

2.2 Qualifications (after school)

yyyy	Qualification	Institution	Field of Study
1988	Senior Primary Education Diploma	Rand College of Education (RCE)	Education (Specialization: Mathematics and History)
1994	BA	PU for CHE	Industrial Psychology
1996	Hons. BA	PU for CHE	Industrial Psychology
1999	MBA	PU for CHE	Strategic Management
2001	MA	PU for CHE	Industrial Psychology
2004	PhD	NWU Potchefstroom	Industrial Psychology
2019	PhD	Tilburg University, The Netherlands	Cros-cultural Psychology

Current studies / Enrolled for but not obtained

2021	Executive coaching course	UCT	Industrial Psychology
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2.3 Professional qualifications and registrations

yyyy	Qualification / registration	Institution	Field of Study
1999	Educator (SP: ED III: Rand College of Education: 1988)	South African Council of Educators (SACE)	Education
2002	Industrial Psychologist (MA – Potchefstroom: 2002.) Registration: PS 0085499	Health Professions Council of South Africa (HPCSA)	Industrial Psychology
2001	Master HR Practitioner: Category: Education and Research (MA – Potchefstroom: 2002) Registration number: P 5879	South African Board for Personnel Practitioners (SABPP)	Education and research
2010	Industrial Psychologist Exceutive Council Member	International Association for Cross-Cultural Psychology (IACCP)	Acculturation and race relations at work

2.4 National Research Foundation Rating:

C2

3 TUITION

3.1 Tuition experience

yyyy – yyyy	Degree and Level	Field of Study	Institution
2000-2001	BA; Bcom – third-year level	BSKP311: Industrial/Labour Relations (LR)	PU for CHE
2000-2002	BA; Bcom – first-year level	BSKP 111: Introduction to Industrial Psychology	PU for CHE
2000-2006	BA; Bcom – 3 rd -year level	BSKP 311: Organisational Behaviour (OB)	PU for CHE
2001-2006	Bcom – 1 st -year level	MHBP 111: Introduction to Human Resources Management	NWU: Potch
2002-2003	MA; Mcom	HRM 801: Human Resource Training and Development Management	Uni West

2002-2003	Hons. BA; Bcom	HRM 728: Career Psychology	Uni. West
2002-2007*	Hons BA; Bcom	BSKP 625: Internship (OB)	PU for CHE
2002-2007*	Hons BA.; B.Com.	BSKP 613: Organisational Behaviour (OB)	PU for CHE
2004-2004	BA; Bcom – 1 st -year level	BSKP 151: Occupational Health	PU for CHE
2009-2011	MBA I; II; III	Research methodology*	NWU: PBS
2009-present	MBA II	PBSB 823: Change management*	NWU: PBS
2011-present	AMP 123	AMP 123: Change management*	NWU: PBS
2011-present	MAC 123	MAC 123: Mentoring & Coaching Course*	NWU: PBS
2012-present	APL 313	APL: 313: Diversity management*#	NWU: PBS
2012-present	APL 322	APL 322: Change management*#	NWU: PBS
2012-present	APL 323	APL 323: Leadership*#	NWU: PBS
2017-present	MBA II	MBAD 823: Leadership	NWU-BS
2021	MBA I	MBAA 816: Leadership	NWU-BS

* Current tuition responsibilities / # Women in Leadership Program

3.2 Detail of master's (53) and PhD (4) students

yyyy	Degree	Name	Student number	Year completed	Institution	Involvement
Completed (MASTER'S)						
2002	MA	E. Kleyn		2002	PU for CHE	Co-supervisor
2002	MA	A. Setuke	12669113	2003	PU for CHE	Supervisor
2002	MA	W. Taute	11799455	2003	PU for CHE	Supervisor
2003	MA	A. Montgomery	11855398	2003	PU for CHE	Co-supervisor
2005	MA	C. Gauche	12901601	2006	NWU Potch	Co-supervisor
2006	MCom	R. Biela	12577510	2006	NWU Potch	Supervisor
2005	MA	D. Molokoane	10767886	2007	NWU Potch	Supervisor
2007	MA	A. Strydom	12941298	2008	NWU Potch	Supervisor
2005	MA	S. Ali	12327166	2008	NWU Potch	Supervisor
2007	MA	J.M. Nchabeleng	20402864	2008	NWU Potch	Supervisor
2005	MA	A. Burkard	11744073	2009	NWU Potch	Supervisor
2008	MSc	S. Rothmann	12763977	2009	NWU Potch	Supervisor
2005	MCom	R. Swart	20407726	2009	NWU Potch	Supervisor
2007	MA	D.V. Letsie		2009	NWU Potch	Co-supervisor
2009	MBA	P.D. Molefe	20930150	2009	NWU Potch	Supervisor
2009	MBA	J.N. Makhaza	20450796	2010	NWU Potch	Supervisor
2010	MBA	C.J. Goosen	21410208	2010	NWU Potch	Supervisor
2010	MBA	C. Mackay	21436983	2010	NWU Potch	Supervisor
2010	MBA	O.F. Naude	12297852	2010	NWU Potch	Supervisor
2010	MBA	L.W. Sekhosana	20222688	2011	NWU Potch	Supervisor
2010	MBA	M.S. Stona	20222661	2011	NWU Potch	Supervisor
2010	MBA	M. Van Zyl	1173517	2011	NWU Potch	Supervisor
2011	MBA	D.G. De Koker	21799210	2011	NWU Potch	Supervisor
2011	MBA	Y. Jansen van Vuuren	10979343	2011	NWU Potch	Supervisor
2011	MBA	L.O. Kolisang	21944164	2011	NWU Potch	Supervisor
2011	MBA	R.A. Laurie	21855919	2011	NWU Potch	Supervisor
2011	MBA	D. Mapikitla	22006524	2011	NWU Potch	Supervisor
2011	MBA	M.E. Ruiters	11786604	2011	NWU Potch	Supervisor
2012	MBA	S. Mukondiwa	20446713	2012	NWU Potch	Supervisor
2012	MBA	P. Vahed	22535357	2012	NWU Potch	Supervisor
2012	MBA	J. Putter	10962380	2013	NWU Potch	Supervisor
2012	MBA	H. M. Theron	23186615	2013	NWU Potch	Supervisor

2012	MBA	L. Strydom	20195966	2013	NWU Potch	Supervisor
2013	MBA	T.S. Galane	23277165	2013	NWU Potch	Supervisor
2013	MBA	S. Lushozi	23186615	2013	NWU Potch	Supervisor
2013	MBA	V. Muthobi	13251767	2013	NWU Potch	Co-Supervisor
2013	MBA	T.J. Mabeleng	23060638	2014	NWU Potch	Supervisor
2014	MBA	E. Fransman	11825057	2014	NWU Potch	Supervisor
2013	MBA	G.C. Van Dyk	10233903	2014	NWU Potch	Supervisor
2014	MBA	H. Nel	24001279	2014	NWU Potch	Supervisor
2012	MBA	J. Coertzen	11831235	2015	NWU Potch	Supervisor
2013	MBA	M.M. Allman	23947330	2015	NWU Potch	Supervisor
2015	MBA	Maluleka, L.M.	24779555	2015	NWU Potch	Supervisor
2015	MBA	Steinmann, R.	24792977	2016	NWU Potch	Supervisor
2016	MBA	Kobuo, D.	25813579	2016	NWU SBG	Supervisor
2016	MBA	Makhoa, M.I.	25335197	2016	NWU SBG	Supervisor
2016	MBA	Tarisai, M.	24569399	2016	NWU SBG	Supervisor
2017	MBA	Govender, T.	25420798	2017	NWUBS	Supervisor
2017	MBA	Conradie, C. D	11961023	2017	NWUBS	Supervisor
2017	MBA	Lemmer, G. S	12730831	2017	NWUBS	Supervisor
2017	MBA	Ngobeni, M.A.	26918870	2017	NWUBS	Supervisor
2017	MBA	Mtshali, L.C.	13119206	2018	NWUBS	Supervisor
2018	MBA	Beyer, J.S.	10977589	2018	NWUBS	Supervisor
2018	MBA	Anthony, S.	20435258	2019	NWUBS	Supervisor
2018	MBA	Beukes, B.	21154058	2019	NWUBS	Supervisor
2018	MBA	Khoza, D.P	25434977	2019	NWUSBG	Supervisor
2020	MBA	Banda, N. G	33203148	2020	NWU SBG	Supervisor
2020	MBA	Malaku, L. B.	29778069	2020	NWU SBG	Supervisor
Completed (PhD)						
2007	PhD	R. Biela	12577510	2009	NWU	Promoter
2012	PhD	R. Steyn	10143521	2013	NWU BS	Promotor
2013	PhD	L. Lithuli	23376082	2015	NWU BS	Co-promotor
2016	PhD	McCallaghan, S	112317578	2020	NWU BS	Promotor

Current supervising students (MASTER'S)

Yyyy	Degree	Name	Student number	Year Completed	Institution	Involvement
2019	MBA	Louw, J.	13037765		NWU SBG	Supervisor
2019	MBA	Kgekoane, D. S	28173206		NWU SBG	Supervisor
2020	MBA	Mpholo, B	28273737		NWU SBG	Supervisor
2020	MBA	Molebatsi, M. H.	20777981		NWU SBG	Supervisor
2021	MBA	Gaanakgomo, A.	20812388		NWU SBG	Supervisor
2021	MBA	V/D Westhuizen, JP	31446795		NWU SBG	Supervisor
2021	MBA	Van Schalkwyk, A	22693475		NWU SBG	Supervisor
2021	MBA	Tshekedi, M.	21010552		NWU SBG	Supervisor
2021	MBA	Bontle, B	30980135		NWU SBG	Supervisor

Current supervising students (PhD'S)

Yyyy	Degree	Name	Student number	Year Completed	Institution	Involvement
2017	PHD	Khumalo, N	21977895		NWU BS	Promotor
2019	PhD	Mkansi, R.	16410785		NWU BS	Promotor
2020	PHD	Dube, NT	37203908		NWU BS	Promotor

2020	PHD	Stone, C		NWU BS	Promotor
2021	PHD	Maanda, L	20467117	NWU BS	Promotor
2021	PHD	Anthony, S	20435258	NWU BS	Promotor

3.3 External examiner [in the case of PU for CHE and NWU, only for master's (76) and PhD (24)]

Mm yyyy	Student	Institution	Nature of examinership
PhDs			
Feb 2019	Mohammed	Unisa	Examiner
July 2018	PK Smit	TUT	Examiner
Apr 2018	Dr. D.L. Ariail	Unisa	Examiner
Feb 2017	P.J.W. Schutte	Unisa	Examiner
Feb 2016	S. Reddy	Unisa	Examiner
Feb 2016	J. Mayanja	NMMU	Examiner
Jan 2016	M.S. Fouche	NWU (Vaal)	Examiner
Feb 2015	A. Maharaj	UKZN	Examiner
Nov 2014	N.D.L. Motsei	UP	Examiner
Feb. 2014	A.W. Kiboi	NMMU	Examiner
Mar 2013	A.S. Strydom	Unisa	Examiner
Nov 2012	F. Okware	NMMU	Examiner
Nov. 2010	F. Rasool	NWU Potch	Examiner
July 2008	S. Smit	NWU Potch	Examiner
July 2008	C. Sieberhagen	NWU Potch	Examiner
July 2008	A. Gildenhuis	NWU Potch	Examiner
May 2007	L. Van Schalkwyk	NWU Potch	Examiner
July 2007	M.W. Stander	NWU Potch	Examiner
July 2007	F.L.J.B. Pieterse	NWU Potch	Examiner
July 2007	W. A. Visser	NWU Potch	Examiner
May 2006	J.P. Viljoen	NWU Potch	Examiner
June 2006	K.K.K. Boemah	NWU Potch	Examiner
Nov. 2006	D. Van Wyk	NWU Potch	Examiner
Dec. 2006	I. Rost	NWU Potch	Examiner
Mm yyyy	Student	Institution	Nature of examinership
Master's			
Mei 2020	Van Heerden, B. I.	NMMU	Examiner
March 2020	Khambule	TUT	Examiner
Feb 2020	Du Preez, D.	NMMU	Examiner
Feb 2020	Sharp, R.M.	NWUBS	Examiner
July 2019	Petersen, R.	University of Cape Town	Examiner
May 2019	Heshula, U.	Nelson Mandela University	Examiner
Jun 2019	Tshisikhawe, F.	NWUBS	Examiner
Feb 2019	Fisher, T.D.	University of Johannesburg	Examiner
Feb 2019	Brown, JN	Nelson Mandela University	Examiner
Jan 2019	Mabasa, CK	NWUBS	Examiner
Jan 2019	Mnisi, CO	NWUBS	Examiner
Jan 2019	Mokheseng, F.S.	NWUBS	Examiner
Apr 2018	Mokheseng, F.S.	NWUBS	Examiner
Jan 2018	Nkoane, N.K.	NWUBS	Examiner
Jan 2018	Bester, T.V.	NWUBS	Examiner

Jan 2018	Jacobs, R.	NWUBS	Examiner
Jan 2018	Hiliza, T.K.	NWUBS	Examiner
Jan 2018	Ntusi, N.R.	NWUBS	Examiner
Jan 2017	Mavhungu, D	University of Johannesburg	Examiner
Jan 2017	Pillay, L.	NWU	Examiner
Jan 2017	Kaudani, S.	NWU	Examiner
Jan 2017	Senne, W.D.	NWU	Examiner
Mar 2016	EM. Nchapi	University of the Free State	Examiner
Mar 2016	C. Cyster	University of Cape Town	Examiner
Mar 2016	H.Y. Keshave	Rhodes University	Examiner
Jan 2016	M. Van der Schyff	NWU Potch (PBS)	Examiner
Jan 2016	C. Minne	NWU Potch (PBS)	Examiner
Jan 2015	M. Nhawu	NMMU	Examiner
Jan 2015	R. Vna Antwerpen	NWU Potch (PBS)	Examiner
Jan 2015	S. Mc Callaghan	NWU Potch (PBS)	Examiner
Jan 2015	R.C. Chibba	Rhodes University	Examiner
Feb 2014	L. Mpongoshwe	NMMU	Examiner
Feb 2014	J.J. May	NMMU	Examiner
Nov 2012	D.V.R. Botha	NWU Potch (PBS)	Examiner
Nov 2012	S.S. Moloka	NWU Potch (PBS)	Examiner
Nov 2012	W. Dreyer	NWU Potch (PBS)	Examiner
Nov 2012	A.D. Jeary	NWU Potch (PBS)	Examiner
Nov 2012	A.E.M. Wohlfarht	NWU Potch (PBS)	Examiner
Nov 2012	M.B. Bedser	Rhodes University	Examiner
Nov 2012	P.N. Omanukwe	University of Johannesburg	Examiner
Nov 2012	M. Mmolaeng	University of Johannesburg	Examiner
Nov 2012	P.N. Omanukwe	University of Johannesburg	Examiner
Nov 211	M. Strauss	University of Pretoria	Examiner
Nov 211	F. Hussain	NWU Potch (PBS)	Examiner
Nov 2011	A.P. Hoogendyk	NWU Potch (PBS)	Examiner
Nov 2011	J.H. Rowland	NWU Potch (PBS)	Examiner
Nov 2011	A Botha	NWU Potch	Examiner
Aug. 2010	L. Howes (Maree)	University of Pretoria	Examiner
July 2010	E. Bell	University of Johannesburg	Examiner
April 2010	R. Garcez	University of Johannesburg	Examiner
Nov. 2009	A. Da Silva	University of Johannesburg	Examiner
Nov. 2009	J. van der Kevie	NWU Potch (PBS)	Examiner
Nov. 2009	R.M. Bann	NWU Potch (PBS)	Examiner
Nov. 2009	J. du Plessis	NWU Potch	Examiner
May 2008	C. Williams	University of Johannesburg	Examiner
Jan. 2008	S.M. Tshabalala	NWU Potch	Examiner
Jan. 2008	R.C. Lane	NWU Potch	Examiner
Jan. 2008	A. Strydom	NWU Potch	Examiner
Oct. 2007	B.S. Nyama	University of Johannesburg	Examiner
Jun. 2007	D.H. Molokone	NWU Potch	Examiner
Jun. 2007	M.P. Sewraj	University of Johannesburg	Examiner
May 2007	J. Jacobsz	NWU Potch	Examiner
Jan. 2007	C. Swanepoel	NWU Potch	Examiner
Nov. 2006	A. Olivier	NWU Potch	Examiner
Nov. 2006	L. Wentzel	NWU Potch	Examiner
Nov. 2006	R. Biela	NWU Potch	Examiner
Nov. 2006	A. Barnard	NWU Potch	Examiner

May 2006	L. van der Merwe	NWU Potch	Examiner
Nov. 2005	I. du Buisson-Narsai	Unisa	Examiner
Nov. 2005	F.M. Rani: MA	NWU Vanderbijlpark	Examiner
Nov. 2005	G. Thinane: MA	NWU Vanderbijlpark	Examiner
Nov. 2005	Q.S. Ratshivhombela	NWU Potch	Examiner
Nov. 2005	G.C. Welthagen	NWU Potch	Examiner
Nov. 2005	C.M.R. Salvador	NWU Potch	Examiner
May 2004	D. van Wyk: MA	NWU Potch	Examiner
Nov. 2003	L. Strauss: MA	PU for CHE	Examiner
Nov. 2003	C. Swanepoel: MA	PU for CHE	Examiner
Nov. 2003	K. van Niekerk: M.Com	PU for CHE	Examiner
Nov. 2003	M.J.M. Mosia: MA	PU for CHE	Examiner
Nov. 2002	Y. Bekker: MA	PU for CHE	Examiner
Nov. 2002	J. Bekker: MA	PU for CHE	Examiner

3.4 External moderator

yyyy	- Degree (and Level)	Institution
yyyy		
2001-2007	BA; BCom (3 rd Year and Honours) Organisational Behaviour	University of the North-West (Mmabatho): Industrial Psychology Department
2004-2010	BA and BCom (Honours) Diversity Management and Organisational Behaviour	University of Johannesburg: Department of Human Resource Management
2011-2014	BA; B Admin and BCom (3 rd Year) Advanced Organisational Psychology	University of Namibia: Human Sciences Dept.– Psychology Section
2011-2014	BA; B Admin and BCom (3 rd Year) Strategic HRD	University of Namibia: Human Sciences Dept.– Psychology Section
2011-2014	BA; B Admin and BCom (3 rd Year) Psychological Intervention and HRD	University of Namibia: Human Sciences Dept.– Psychology Section
2011-2014	BA; B Admin and BCom (3 rd Year) Advanced Research Methods and Statistics	University of Namibia: Human Sciences Dept.– Psychology Section
2012 - 2014	MBL; MBL 911 K – Human Resources and Labour Relations	University of South Africa (Unisa): Graduate School of Business Leadership

3.5 Involvement in departmental evaluations at other universities

- Attended a workshop presented by HEQC on the role and activities of evaluators during external evaluations when requested to do so by the HEQC at other institutions (2005).
- Registered on a database of the HEQC to act as member of an external panel conducting evaluations for the HEQC at various institutions to determine the quality of programmes (2005).
- Chairperson of an external peer review panel conducting programme quality assessments for the HEQC at the *Department of Human Resource Management* in the Faculty of Management of the *University of Johannesburg* to determine the quality of the Human Resource Management Programmes (4th August. 2006).
- Member of an external panel conducting programme quality assessments for the HEQC at the *Department of Human Resource Management* in the Faculty of Economic and Management Sciences of the *University of Pretoria* to determine the quality of Human Resource Management Programmes (Nov. 2009).

4 PUBLICATIONS AND RESEARCH OUTPUTS

4.1 Articles in subsidised magazines [26 + (1)]

- Rothmann, S., **Jackson, L.T.B.** & Kruger, M.M. (2003). Burnout and job stress in a local government: The moderating effects of sense of coherence. *South African Journal of Industrial Psychology*, 29(3).52-60.
- Kleyn, E., Rothmann, S. & **Jackson, L.T.B.** (2004). Expectations and satisfaction with the South African Police Service in the Rustenburg area. *South African Journal of Industrial Psychology*, 30(1). 37-46.
- Jackson, L.T.B.** & Rothmann, S. (2005). An Adapted Model of Burnout for Teachers in the North-West Province of South Africa. *South African Journal of Education*, 25, 100-108.
- Jackson, L.T.B.** & Rothmann, S. (2005). Work-Related Well-being of Teachers in a District of the North-West Province. *Perspectives in Education*, 23(3), 107-122.
- Montgomery, A., Mostert, K. & **Jackson, L.T.B.** (2005). Burnout of South African Primary School Teachers: The moderating effect of positive effect. *South African Journal of Education*. 25(4), 266-272.
- Jackson, L.T.B.** & Rothmann, S. (2006). Occupational Stress, Organisational Commitment and Ill-Health of Teachers in the North-West Province. *South African Journal of Education*, 26(1), 75-95.
- Jackson, L.T.B.**, Rothmann, S. & Van de Vijver, F.J.R. (2006). A Model of Work-Related Well-Being for Teachers in the North-West Province. *Stress and Health*. 22, 263-274.
- Mostert, K., Pienaar, J., Gauché, & **Jackson, L.** (2007). Burnout and engagement in university students. A Psychometric analysis of the MBI-SS and the UWES-S. *South African Journal of Higher Education*, 21(21), 147-162.
- Jackson, L.T.B.**, Van de Vijver, A.J.R., & Burckard, A. (2011). Adverse acculturation conditions and well-being of mine employees in the North West Province. *Journal of Psychology in Africa*, 21(3): 385-396.
- Jackson, L.T.B.**, Van de Vijver, A.J.R. & Ali, S. (2012). Positive acculturation conditions and well-being in a mine in the North-West province. *South African Journal of Industrial Psychology*. 38 (1), 38-48.
- De Witte, H., Rothmann, S. & **Jackson, L.T.B.** (2012). On the psychological consequences of unemployment in South-Africa. *South African Journal of Economic and Management Sciences*, 15(3), 235-252
- Jackson, L.T.B.**, Van de Vijver, A.J.R., & Biela, R. (2013). Coping with Diversity in Dormitories in a Historically White Institute of Higher Learning in South Africa. *South African Journal of Higher Education*, 27(3), 607-626
- Jackson, L.T.B.**, Van de Vijver, A.J.R., & Molokoane, D. (2013). A dual process model for acculturation: The role mediating role of coping strategies. *South African Journal of Human Resource Management*, 11(1), 1-13.
- Steyn, R. & **Jackson, L.T.B.** (2014). Gender-based discrimination during appointments, promotions and remuneration: views of South African managers. *South African Journal of Labour Relations* ,38(2), 48-69.
- Jackson, L.T.B.**, Van de Vijver, A.J.R. & Fouché, R. (2014). White Dormitory Students' Psychological Strengths and Subjective Well-Being in a Historically White Institution of Higher Learning. *Journal of Psychology in Africa*, 24(4), 299-307.
- Steyn, R. & **Jackson, L.T.B.** (2015). Gender-based discrimination in South Africa: A quantitative analysis of fairness of remuneration. *South African Journal for Economic and Management Sciences*. 18(2), 190-205. <http://dx.doi.org/http://dx.doi.org/10.17159/2222-3436/2015/v18n2a4>
- Steyn, R. & **Jackson, L.T.B.** (2015). General employee perceptions of gender-based discrimination in a selection of South African organisations. *Journal of Contemporary Management*, 12, 734-756. <https://hdl.handle.net/10520/EJC176076>
- Steyn, R. & **Jackson, L.T.B.** (2015). Differences between managers' and employees' perceptions of gender-based discrimination in a selection of South African organisations. *Alternation: 2015*

Special Management, Informatics and Research: Interdisciplinary Journal for the Study of the Arts and Humanities in Southern Africa, 22(1), 96 – 113,

- 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. *South African Journal for Economic and Management Sciences*, 21(1), a1487. <https://doi.org/10.4102/sajems.v21i1.1487>
- Jackson, L.T.B.** & Van de Vijver, A.J.R. (2018). Confirming the Structure of the Dual Process Model of Diversity amongst Office-Based Employees of a State Department in South Africa, *Journal of Psychology in Africa*, 28(3), 182-191. <https://doi.org/10.1080/14330237.2018.1475468>
- Jackson, L.T.B.** & Van de Vijver, A.J.R. (2018). Multiculturalism in the Workplace: Model and Test. *South African Journal of Human Resource Management*, 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. *South African Journal of Public Administration*, 53(3), 731-749. www.saapam.co.za
- 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. *Journal of Psychology in Africa*, 29(1), 13-21. <https://doi.org/10.1080/14330237.2019.1568065>
- McCallaghan, S., **Jackson, L.T.**, & Heyns, M. (2019). Exploring organisational diversity climate with associated antecedents and employee outcomes. *South African Journal of Industrial Psychology*, 45(0), a1614. <https://doi.org/10.4102/sajip.v45i0.1614>
- McCallaghan, S., **Jackson, L.T.B.**, & Heyns, M. (2019). Transformational leadership, diversity climate and job satisfaction in selected South African companies. *Journal of Psychology in Africa*, 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. An article accepted for publication by *Journal of Psychology in Africa*, 29(6), 563-569. <https://doi.org/10.1080/14330237.2019.1695078>
- 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. *SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur*, 18(0), a1297. <https://doi.org/10.4102/sajhrm.v18i0.1297>
- 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. *Journal of Psychology in Africa*, 50(5),

Articles accepted and forthcoming (1)

Articles submitted and under review (6)

- Jackson, L.T.B.** (Under review). The mediating role of self-esteem in the relation between multiculturalism at work and employee attitudes in an institution of higher learning. *Equality, diversity and Inclusion*
- Jackson, L.T.B.** (Under review). Transformational leadership and satisfaction with life: The mediating role of self-esteem and subjective experience work success. *Journal of Happiness Studies*
- Jackson, L.T.B.** & Van de Vijver, A.J.R. (Under review). Diversity in the workplace: A dual process model. *Applied Psychology: An International Review*

- McCallaghan, S., **Jackson, L.T.B.**, & Heyns, M. (Under review). Investigating transformational leadership, organizational diversity climate and organizational commitment in a selection of South African companies. *SA Journal of Industrial Psychology*.
- McCallaghan, S., **Jackson, L.T.B.**, & Heyns, M.M. (Under review). An examination of the relationship between leadership styles and diversity practices in selected South African companies. *SA Journal of Industrial Psychology*.
- McCallaghan, S., Jackson, L.T.B., & Heyns, M.M. An examination of the relationship between leadership styles and diversity climate in selected South African organisations. *IBC*

4.2 Papers in subsidised conference proceedings [22+3]

- Jackson, L.T.B.** & Sekhosana, L.W. (2011). Mentoring functions and work-related outcomes in a steel manufacturing company. *5th International Business Conference Proceedings*, 3, 263-278
- Jackson, L.T.B.** & Stona, M. (2011). Mentoring and knowledge sharing in a steel manufacturing company. *5th International Business Conference Proceedings*, 3, 249-262.
- Jackson, L.T.B.** & Ruiter, M.E. (2012). Change management principles, productivity, job satisfaction and intentions to quit. *6th International Business Conference Proceedings*, 11, 81-104.
- Jackson, L.T.B.** & Kolisang, L.O. (2012). Leadership orientations, employee commitment, job satisfaction, and intentions to quit in a FMCG company. *6th International Business Conference Proceedings*, 11, 105-117.
- Jackson, L.T.B.** & Mukondiwa, S. (2013). Organisational climate, communication, working conditions, fair leadership and work-related attitudes in a manufacturing concern. *7th International Business Conference Proceedings*, 3, 244-263.
- Jackson, L.T.B.** & Vahed, P. (2013). Quality values of a continuous improvement culture and employee attitudes. *7th International Business Conference Proceedings*, 3, 206-226.
- Jackson, L.T.B.** & Mukondiwa S. (2013). Situational variables and work-related attitudes in a manufacturing concern in the Gauteng Province. *SAIMS 2013 Conference Proceedings*, 805-824.
- Jackson, L.T.B.** & Vahed, P. (2013). Key soft success factors for continuous improvement implementation and employee attitudes. *SAIMS 2013 Conference Proceedings*, 517-535.
- Jackson, L. T. B.** & Lushozi, M. S. (2014). The mediating role of self-efficacy in the relationship between transformational leadership and subjective experiences of work success. In G.A. Goldman, C.F. de Meyer & C. Kruger (Eds.). *Contemporary Management in Theory and Practice: Proceedings of the 26th Annual SAIMS Conference*, 123-134.
- Van der Merwe, S.P. & **Jackson, L.T.B.** (2014). The influence of the characteristics of family members' job on family business success. In G.A. Goldman, C.F. de Meyer & C. Kruger (Eds.). *Contemporary Management in Theory and Practice: Proceedings of the 26th Annual SAIMS Conference*, 728-742. ISBN Number 978-86970-784-5. Access on 18 July 2019 via https://www.researchgate.net/profile/Hester_Spies/publication/331675586_Proceedings_SAIMS2014/links/5c87a1da92851c831973f09a/Proceedings-SAIMS2014.pdf#page=123.
- Jackson, L. T. B.** & Lushozi, M. S. (2014). The mediating role of self-esteem in the relationship between transformational leadership and subjective experiences of work success. *8th International Business Conference Proceedings*, 3, 501-518. ISBN Number 978-86970-784-5. https://www.researchgate.net/profile/Hester_Spies/publication/331675586_Proceedings_SAIMS2014/links/5c87a1da92851c831973f09a/Proceedings-SAIMS2014.pdf#page=123.
- Mothobi, V., Botha, C. J., & **Jackson, L. T. B.** (2014). The impact of multiculturalism at work on job satisfaction and organisational commitment in a tertiary institution. *8th International Business Conference Proceedings*, 3, 339-352
- Jackson, L.T.B.** & De Koker, D. (2014). Adverse acculturation conditions and wellbeing in the workplace: The mediating role of separation. *21st Bi-annual Conference Proceedings of the International Association of Cross-Cultural Psychology*, 1, 70-85. IACCP: Melbourne, Florida.
- L. T. B. Jackson**, D. Meiring, F. J. R. Van de Vijger, E. S. Idemoudia, & W. K. Gabrenya Jr. (Eds.). (2014).. "Toward Sustainable Development through Nurturing (or Appreciating) Diversity": E-Book with Selected Papers Conference Proceedings of the 21st Bi-annual Conference of the International

Association of Cross Cultural Psychology, Melbourne, Florida: International Association for Cross-Cultural Psychology. Accessed via www.iaccp.org ISBN Number: 978-0-620-60283-9.

Jackson, L.T.B. & Theron, H. (2015). The dimensionality of job satisfaction in a chemical industry production unit. *9th International Business Conference Proceedings*,

Jackson, L.T.B. & Steinmann, R. (2016). Job characteristics and job satisfaction of employees in the steel manufacturing industry in south Africa. *10th International Business Conference Proceedings*, 381-399.

Jackson, L.T.B. & Mutasa, T. (2017). Job characteristics, job satisfaction and engagement of employees in a municipality in south Africa. *11th International Business Conference Proceedings*, 591-608.

Jackson, L.T.B. (2017). The mediating effect of personal resources in the relationship between transformational leadership and employee attitudes, *11th International Business Conference Proceedings*, 569-590.

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, *12th International Business Conference Proceedings*, 4, 1083-1098.

Jackson, L.T.B. & Anthony, S. (2019). Female Representation and challenges in A Selection of South African Male Dominated Companies. *13th International Business Conference Proceedings*, 1131-1154.

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. *13th International Business Conference Proceedings*, 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., *12th International Business Conference Proceedings*, 1019-1038.

4.3 Not-subsidised articles (1)

Jackson, L.T.B. & Rothmann, S. (2001). Sense of coherence, self-efficacy and locus of control as predictors of job satisfaction. *Revista Psihologie De Aplicataomania*, 3(3), 45-66.

4.4 Not-subsidised contributions to books (2)

Jackson, L.T.B. (2008). Client System: Entry, contracting, action planning and termination. In C.L. van Tonder & G. Roodt (Eds.), *Organisational development: Theory and practice*. Johannesburg: Van Schaik.

Jackson, L.T.B. (2016). Introduction to Organisation Development. In N. Martins & D. Geldenhuys (Eds.), *Fundamentals of Organisation Development*. Cape Town: Juta and Company (Pty) Ltd. 1-30.

Jackson, L. T., Adams, B. G., & Bender, M. (2021). 5 Acculturation and Diversity Management at Work: The Case of Multicultural South Africa. In M. Bender & B.G. Adams (Eds.) *Methods and Assessment in Culture and Psychology*, Cambridge University Press, 78-99.

4.5 Textbooks for university and schools (2)

Jackson, L.T.B. (2008). Client System: Entry, contracting, action planning and termination. In C.L. van Tonder & G. Roodt (Eds.), *Organisational development: Theory and practice*. Johannesburg: Van Schaik.

Jackson, L.T.B. (2016). Introduction to Organisation Development. In N. Martins & D. Geldenhuys (Eds.), *Fundamentals of Organisation Development*. Cape Town: Juta and Company (Pty) Ltd. 1-30.

Jackson, L. T., Adams, B. G., & Bender, M. (2021). 5 Acculturation and Diversity Management at Work: The Case of Multicultural South Africa. In M. Bender & B.G. Adams (Eds.) *Methods and Assessment in Culture and Psychology*, Cambridge University Press, 78-99.

4.6 Popular books and articles (1)

Jackson, L.T.B. & Ruiters, M.E. (2012). Coetsee's ten principles of change management. *Management Today*, 30(9), 12-17.

4.7 Research and/or project reports (4)

Rothmann, S., Jackson, L.T.B. & Pienaar, J. (2004). *Report on the role of the Human Resource function of investment agencies in South Africa*. Invest North West. Potchefstroom. 45p.

Jackson, L.T.B. & Rothmann, S. (2004). *Report on Stress, Burnout and Engagement of Teachers in the North-West Province*. North-West Education Department. Potchefstroom. 132p.

Rothmann, S., Jackson, L.T.B., Naude, W., Mostert, K. & Pienaar, J. (2004). *Report on the Trainability of Apple Farmers in Bethlehem*. Free State Department of Agriculture. 80p.

Jackson, L.T.B. (2017). *OD Report. Job characteristics and employee attitudes in the Finance, Economics and Economic Development Department of the North West Province*. Potchefstroom, 43p.

4.8 Internal university textbooks (3)

Jackson, L.T.B. (2001-2013). *Inleiding tot Mensehulpbronbestuur*. Studiegids vir MHBP 111. Potchefstroom. (Unpublished).

Jackson, L.T.B. (2001-2013). *Introduction to Human Resource Management*. Study guide for MHBP111. Potchefstroom. (Unpublished).

Jackson, L.T.B. (2011 - 2015). *Mentoring matters*. Study guide for the NQF level 7 Mentoring and coaching short course. North West University, PBS, Potchefstroom. (Unpublished).

5 COMMUNITY SERVICE IN UNIVERSITY CONTEXT

- Advise the Economics and Management Science Faculty Management Committee on Diversity and Transformation related issues (2014)
- Present a Diversity management short course on behalf of the NWU Institutional Staff Development Unit (2013)
- Member of the Selection panel interviewing candidates for the NWU Institutional Human Resource Director: Operations (2013)
- Motivational speaker for Promosa Secondary School teachers, grade 12 learners and SGB members (2012).
- Provide feedback to academic and support service managers on their 360 evaluations conducted the NWU Leadership Academy (2011).
- Present the 'Resistance to change module' to academic and support service managers as part of the NWU Leadership Academy's Leadership Development Programme (2011).
- Guest speaker at the Department of Labour's Labour Inspectorate conference, East London (2011).
- Motivational Speaker for Grade 12 learners at the Lutheran Church, Ikageng (2011).
- Motivational speaker for Promosa Primary School teachers and SGB members (2009).
- Motivational speaker for Promosa Secondary School teachers and SGB members (2008).
- Facilitated a strategic planning session for the Department of Corporate Service of the Tlokwe Municipality in Potchefstroom (2008).
- Secured funding for three PhD students to pursue studies through the University of Gent with a grant application with international collaborators worth R3 000 000.00 (2008).
- Sponsored two post-graduate students of the NWU to pursue a master's degree in the Netherlands through Tilburg University (R 10 000.00 – 2007).
- Facilitated a strategic planning session for the Department of Public Safety of the Tlokwe Municipality in Magaliesburg (2008).

- Provided bursaries to one PhD, three master's, five honours and three final-year undergraduate students (eight members from disadvantaged communities to assist with financial difficulties during their studies) to participate in the Diversity Management Project, worth R126 000.00 (2005).
- Took part in a project to determine the role of the human resource function in investment agencies in South Africa for the Invest North West. Rustenburg (2004).
- Took part in conflict resolution activities for the MEC of Economic Development in the North West Province. Mmabatho (2004).
- Took part in a project to classify the potential (determine the educatability and trainability) of 90 black farmers in Bethlehem (2004).
- Career Counselling at school level. Assisting Grade 9 learners to choose the right subjects. Psychometric testing and feedback to learners, teachers and parents of Promosa Secondary School on behalf of the Industrial Psychology Department of the North-West University's Potchefstroom Campus. Administered, scored psychometric tests and gave feedback to the clients, individually. (from 2001 until present – still doing it once a year, normally during August, while the learners are still in grade 8).
- Provided short courses on the self-concept, self-efficacy, motivation, stress management, etc. to students/learners from disadvantaged areas on request of members from the Campus Student Bodies (e.g. SJGD, etc.) (2001 - present).
- Organisational Stress Survey and feedback to the Members of the Mayoral Committee on request of the Executive Mayor of Potchefstroom on behalf of the Industrial Psychology department; Potchefstroom Municipality (2001-2002).
- Psychometric testing and selection of candidate for senior positions (e.g. Director) for the Municipality of Potchefstroom on request of the Executive Mayor of Potchefstroom (2001-2002).
- Psychometric testing and selection of senior staff at Ferdinand Postma Secondary School on the request of the School Governing Body. Potchefstroom (2001).
- Organisational diagnoses and feedback for the South African Petroleum Refinery (SAPREF). Durban (2001).

6 MEMBERSHIP AND PARTICIPATION IN SOCIETIES, COUNCILS, ETC

6.1 Commissions, committees and councils (university)

- Member of the selection panel for the position of Institutional HR Operations Director, North-West University, Potchefstroom (2012, June)
- Member of the Task Team responsible for the NWU Culture and Climate Survey (2011-2012).
- Member of the Leadership Academy of the North-West University providing feedback on the 360 evaluation to managers participating in the leadership course of the academy (2010-2012).
- Member of the selection panel for the position of Dean: Economic and Management Sciences, North-West University, Vaal Triangle Campus (2009)
- Chairperson of the SUBCar (2006-2008) responsible for programme alignment for Human Resources, Industrial Psychology and Industrial Sociology for the three campuses of the North-West University.
- Member of the Executive Management Team of the Faculty of Economic and Management Sciences (2006-2008).
- Member of the Senate of the North-West University (2006-2008).
- Member of the Senate of the North-West University: Potchefstroom Campus (2006-2008; 2013-present).
- Primary participant and member of the Workwellness Research Programme (2001- present).
- Member of the Economic and Management Sciences Faculty Council (2002 - present).
- Member of the Tuition Committee of the Economic and Management Sciences Faculty (2001-2006).
- Executive Committee Member of SAPTU (2002-2006).

- Member of the Organising Committee: First South African Positive Psychology Conference: Incorporating the Third WorkWellness Conference (2005), Potchefstroom.
- Member of the Human Resource Forum representing SAPTU (2002-2003).
- Member of the Organising Committee: Wellness Conference. 2004. Potchefstroom.
- Member of the Organising Committee: First South African Burnout Conference. 2002. Potchefstroom.

6.2 Commissions, committees and councils (outside)

- Executive Committee member of the Progressive Teachers Union (PTU) (1990).
- South African Democratic Teachers Union (SADTU) Side Committee Chairman (1992-1994).
- Executive Committee Member of Promosa Civic Organisation (1993-1994). Deputy Secretary.
- Executive Committee Member of the School Governing Body of Promosa Secondary School (1992-1999). Secretary.
- Independent Electoral Committee (IEC) Supervisor during elections. Potchefstroom. (1994).
- Member of the School Governing Body of Potchefstroom Gimnasuim High School. (2006-2008).
- Member of the Executive Council of the International Association for Cross-Cultural Psychology (IACCP) (2010-2012)
- Co-Chairman of the Bi-Annual Congress of the International Association for Cross-Cultural Psychology (IACCP 2012: Stellenbosch).
- Member of the selection panel for senior positions in the Tlokwe Municipality (2000 – present: recently February 2013 – Manager: Economic Development; April 2013 - Municipal Manager)
- Member of the Board of the Vuselela TVET College (2014 – present)
- Chairperson of the Planning and Resource Committee of the Vuselela TVET College (2014 – present)
- Member of the Extended Executive Committee of SIOPSA (2015 – 2016)
- Chairperson of the Cross-Cultural Psychology Interest Group: SIOPSA (2015 – present)
- Member of the Board of the North West Development Corporation (NWDC) (2016 – present)

6.3 Member of editorial staff (43)

Date	Journal	Title of the manuscript
2005 Nov	South African Journal of Education	Compassion fatigue and satisfaction in a sample of South African teachers
2006 April	South African Journal of Industrial Psychology	Change risk and ignorance: Attempting to cross chasms in small steps
2006 June	South African Journal of Education	Stressors in the professional lives of South African secondary school teachers
2006 July	South African Journal of Human Resource Management	Mentor and mentee experiences of the mentoring relationship: A study in a mining company
2007 March	South African Journal of Education	A comparison of teacher stress, commitment and social climate across schools with different matric success rates in the Limpopo province, South Africa
2007 May	South African Journal of Industrial Psychology	An exploration into the dimensions of TQM aimed at creating models for the effective measurement of TQM
2007 October	South African Journal of Psychology	The complexity and stability of cultural values of South African managers in the financial sector
2008 June	South African Journal of Industrial Psychology	Employee perceptions of the management of cultural diversity and workplace transformation
2008 July	South African Journal of Human Resource Management	Stress, coping resources and personality types: An exploratory study of teachers

2008 August	South African Journal of Human Resource Management	The relationship between cultural values and organisational commitment of public sector managers: The case of Limpopo province, South Africa
2008 October	South African Journal of Human Resource Management	A quantum paradigm shift towards innovative growth
2009 March	South African Journal of Industrial Psychology	Flight instructors' perception of pilot behaviour related to gender
2010 April	South African Journal of Industrial Psychology	An ethnic group analysis of entrepreneurial networking
2010 October	South African Journal of Industrial Psychology	Individualism and collectivism levels of students at two universities in Africa: A comparative study
2011 Feb	South African Journal of Industrial Psychology	Individualism and collectivism levels of students at two universities in Africa: A comparative study
2011 March	South African Journal of Industrial Psychology	An ethnic group analysis of entrepreneurial networking
2011 April	International Journal of Psychology	What Makes An Effective Leader? A Comparison of Students' Leadership Perceptions from South Africa and the United States
2011 May	South African Journal of Human Resource Management	Job-Hopping amongst African-Black senior management in South Africa
2011 August	International Journal of Psychology	What Makes An Effective Leader? A Comparison of Students' Leadership Perceptions from South Africa and the United States
2012 April	Journal for Psychology in Africa	Work-life balance policies: The use of flexitime
2012 April	The South African Journal of Business Management	Job insecurity and the emotional and behavioural consequences thereof
2012 Sep	The South African Journal of Economics and Management Sciences	The structure of earnings associations of informal activity in the Southern African context: the potential impact of xenophobia
2013 Feb	Acta Structilia	Organisational Culture of the South African Construction Industry: The Quantity Surveying and Contractor perspective
2013 May	Acta Structilia	"Workplace stress, harassment and discrimination experienced by quantity surveyors in South Africa"
2013 June	South African Journal of Industrial Psychology	Organisational commitment, work engagement and meaning of work of nursing staff in hospitals
2014 Jan	South African Journal of Human Resource Management	Principles in selecting human capital measurements and matrices
2014 Jan	South African Journal of Human Resource Management	Changing domains in Human Capital measurement
2014 Jun	SAIMS 2014 Competitive Papers for Conference Proceedings	Exploring the barriers to tourism SMME development in post-Apartheid South Africa: The case of Alexandra Township
2014 Jun	IBC 2014 Competitive Papers for Conference Proceedings	Organisational culture: Employee's perception in a multi-national construction organisation
2014 Jun	IBC 2014 Competitive Papers for Conference Proceedings	The evaluation of predictors of two subjective career success instruments
2014 July	South African Journal of Human Resource Management	Job demands and resources of workers in a South African agricultural organisation
2014 July	The South African Journal of Economics and Management Sciences	Gendered Job Performance in South African Academia

2014 July	Toward sustainable development through nurturing diversity: Selected papers from the 2st International Congress of the IACCP.	L. T. B. Jackson, D. Meiring, F. J. R. Van de Vijjer, E. S. Idemoudia, & W. K. Gabrenya Jr. (Eds.). (2014). Melbourne, Florida: International Association for Cross-Cultural Psychology.
2014 Oct	South African Journal of Education	Study on the Relationship between Turkish Teachers' Job Satisfaction Levels and Principals' Instructional Supervision Behaviours
2015 March	International Journal of Human Resource Management	Mind the gap: Management of workforce diversity in the UK-based voluntary sector organisations
2015 August	IBC 2015 Competitive Papers for Conference Proceedings	Employee engagement in the Botswana Education Sector: The case of Boswelagosi Junior Secondary School
2015 August	IBC 2015 Competitive Papers for Conference Proceedings	Assessing cultural intelligence among South African managers
2016 June	Equality, diversity and inclusion: An international journal	Developing a Theory of Diversity Intelligence (DQ)
2016 July	Basic and Applied Social Psychology	"Identification of predictors' effects on perceiving the ethical climate and job satisfaction within the Serbian tourism industry
2016 Aug	IBC 2016 Competitive Papers for Conference Proceedings	Assessing the relationship between women leadership and job satisfaction in a tertiary institution in South Africa
2016 Aug	IBC 2016 Competitive Papers for Conference Proceedings	A model for enhancing employee engagement in private emergency medicine
2017 Aug	IBC 2017 Competitive Papers for Conference Proceedings	Assessing the impact of employment considerations on organisational citizenship behaviour in a retail setting
2017 Aug	IBC 2017 Competitive Papers for Conference Proceedings	Gender, race, age and primary labour relationship quality pereptions of a sample of employees in the Tshwane region
2018 Feb	Equality, diversity and inclusion: An international journal	Does Diversity Management Matter in a Traditionally Homogeneous Culture?
2018 Feb	Applied Psychology: An International Review	Does Leadership Promote Inclusion, Counter Discrimination, and Enhance Employee Well-being?
2018 Apr	South African Journal of Human Resource Management	Gender diversity, ethnic diversity and employee performance at a rural fromer "bantu" South African higher education institution
2018 July	South African Journal of Human Resource Management	Validity of the Human Resource Practices Scale: Measurement invariance across gender
2019 Feb	Applied Psychology: An International Review	Does Leadership Promote Inclusion, Counter Discrimination, and Enhance Employee Wellbeing?

6.4 Involvement in professional societies

- International Association of Cross-Cultural Psychology (IACCP) (2009- present). Attended and participated in conference activities and meetings;
- International Association of Cross-Cultural Psychology (IACCP) Co-Chair and member of the LOC for the 21st Annual Conference held in Stellenbosch (2008-2012).

- International Association of Cross-Cultural Psychology (IACCP) Co-Editor for the 21st Annual Conference Proceedings (2012 - 2013).
- Health Professions Council of South Africa (HPCSA) (2003- present). Attended and participated in conference activities and meetings.
- Health Professions Council of South Africa (HPCSA) (2012) – Examiner for the Psychology Board National Examination
- South African Board for Personnel Practice (SABPP) (2001- present) Attended meetings and participated in conferences activities.

7 AWARDS RECEIVED

7.1 Research and project awards (not for degree purposes)

- 2003-2004, NRF: Conducted research on Wellness in South African Organisations; Co-Investigator focusing on wellness in Schools in the North West Province; **R341 000.00** for the whole project covering 13 smaller projects in various occupations.
- 2008 – 2013, VLIR-UOS (Vlaamse Interuniversitaire Raad – Universitaire Ontwikkelingssamenwerking: Funded by the Belgian government): Project - Developing culturally sensitive emotional competence assessments for the South African Police Service with prof J. Fontaine from Gent University. **€ 247 763.**

7.2 Institutional tuition and research (ITRESA) awards

- 2001; Tuition: R15 000.00
- 2005; Research: R3 500.00
- 2006; Tuition: R9 000
- 2006; Research: R4 500.00
- 2007; Research: R19 312.50
- 2008; Research: R13 050.00
- 2009; Research: R2 813.00
- 2013; Research: R 27 200.00
- 2014; Research: R31 180.00
- 2015; Research: R30 500.00
- 2016; Research R43 150.00
- 2017; Research: R
- 2018; Research: R5 000.00
- 2019; Research: R24 000.00

7.3 Bursaries for degree/study purposes (master's, PhD, post-PhD)

- * 2002-2004; PU for CHE; Bursary (MA): R12 000.00
- * 2003-2004; PU for CHE; Bursary (PhD): R24 000.00

7.4 Other awards

- * 2000; Promosa Secondary; Appreciate dedication and commitment; Trophy
- * 2001: Ferdinand Postma Secondary School; Outstanding service; Trophy
- * 2001; Faculty Prize: Best Lecturer/Tutor in the School of Human Resource Sciences for 2003; Tuition; R10 000
- * 2002; City Council of Potchefstroom; Outstanding service; Trophy
- * 2003; NRF – Thuthuka Programme; Research Skills Development; R75 000.00.
- * 2004; NRF – Thuthuka Programme; Research Skills Development; R45 000.00.
- * 2005; NRF – Thuthuka Programme; Research Skills Development; R140 000.00.
- * 2006; NRF – Thuthuka Programme; Research Skills Development; R196 000.00
- * 2007; NRF – Sediba Programme; Research Skills Development; R111 000.00
- * 2009; NRF – Key International Sciences Capacity Fund Programme; R113 500.00

- * 2009: Gimnasuim Secondary School, Potchefstroom; Outstanding service; Trophy
- * 2010; NRF – Key International Sciences Capacity Fund Programme; R60 500.00
- * 2010; IACCP – Seed funding for hosting of the 21st Annual IACCP conference; €5 000.00
- * 2011; NRF – Key International Sciences Capacity Fund Programme; R16 500.00

8 PROFESSIONAL EXPOSURE AND APPEARANCES

8.1 Participation in national conferences, exhibitions, performances or performance of compositions [19]

- Jackson, L.T.B.** & Rothmann, S. (2002). *Sense of coherence, self-efficacy, locus of control and burnout of teachers*. Paper presented at the 1st South African Burnout Conference, Potchefstroom Campus, 15 March.
- Jackson, L.T.B.** & Rothmann, S. (2003). *Burnout of teachers in the North-West province*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organisational Psychology, Johannesburg, 26 June.
- Jackson, L.T.B.** & Rothmann, S. (2004). *The psychometric properties of an adapted version of the MBI-GS*. Paper presented at the 2nd South African Work Wellness Conference, North-West University, Potchefstroom Campus, 25 March.
- Jackson, L.T.B.** & Rothmann, S. (2004). *Burnout, health and job characteristics of teachers: The moderating effect of positive/negative affect*. Paper presented at the 2nd South African Work Wellness Conference, North-West University, Potchefstroom Campus, 25 May.
- Jackson, L.T.B.** Mostert, K. & Pienaar, J. (2004). *The measurement of burnout and engagement of under-graduate Students*. Paper presented at the 2nd South African Work Wellness Conference, North-West University, Potchefstroom Campus, 26 March.
- Jackson, L.T.B.** & Rothmann, S. (2005). *Occupational stress, organisational commitment and ill-health of teachers in the North-West province*. Paper presented at the 8th Annual Conference of the Society for Industrial and Organisational Psychology, Johannesburg, 9 June.
- Jackson, L.T.B.** (2005). *An adapted model of work-related well-being for teacher in a province of South Africa*. In S. Rothmann (Chair), *Work-related well-being in South African organisations*. Symposium conducted at the PsySSA Conference, Cape Town, 21 September.
- Jackson, L.T.B.** & Burkard, A. (2006). *Diversity Management: Acculturation Context Variables as Predictors of Work-Related Outcomes in a Mine*. Paper presented at the 1st South African Positive Psychology Conference, Potchefstroom, South Africa, 6 April.
- Jackson, L.T.B.** & Ali, S. (2006). *Diversity management: Acculturation Context Variables as Predictors of Individual Acculturation Strategies and Health in a Mine*. Paper presented at the 1st South African Positive Psychology Conference, Potchefstroom, South Africa, 6 April.
- Biela, R. & **Jackson, L.T.B.** (2007). *Acculturation in hostels of a tertiary institution: Impact of acculturation context on the health of students*. Paper presented at the 10th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, 14 June.
- Jackson, L.T.B.** (2008). *The role of negative antecedents in the prediction of acculturation outcomes in a mine in the North-West Province*. Paper presented at the 11th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, 6 June.
- Jackson, L.T.B.** (2010). *Generalized self-efficacy, self-esteem, dispositional hope, gratitude, acculturation strategies and well-being of students*. University of the Free State's 3rd Annual Education Colloquium, University of the Free State, Bloemfontein, 30 September.
- Jackson, L.T.B.** (2013). *Test of a dual process model of diversity in the workplace using an acculturation perspective*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, 30 July.
- Jackson, L.T.B.** & Mukondiwa S. (2013). *Situational variables and work-related attitudes in a manufacturing concern in the Gauteng Province*. Paper presented at the 2013 SAIMS Conference, North-West University, Potchefstroom, 16 September.

- Jackson, L.T.B. & Vahed, P. (2013).** Key soft success factors for continuous improvement implementation and employee attitudes. Paper presented at the 2013 SAIMS Conference, North-West University, Potchefstroom, 17 September.
- Jackson, L.T.B. & Mothobi, V. (2014).** *The role of a multicultural climate in job satisfaction, commitment, self-esteem and life satisfaction in an institution of higher learning.* Paper presented at the 16th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, 29 July.
- Jackson, L. T. B. & Lushozi, M. S. (2014).** *The mediating role of self-efficacy in the relationship between transformational leadership and subjective experiences of work success.* Paper presented at the 2013 SAIMS Conference, Riverside Sun Resort, Vanderbijlpark, Gauteng, September.
- Van der Merwe, S.P. & Jackson, L.T.B. (2014).** *The influence of the characteristics of family members' job on family business success.* Paper presented at the 2013 SAIMS Conference, Riverside Sun Resort, Vanderbijlpark, Gauteng, September.
- Jackson, L.T.B. (2018).** *Job characteristics, job satisfaction and engagement in a municipality and provincial department,* Paper presented at the African Positive Psychology Conference, North-West University, Potchefstroom, 6 April.

8.2 Participation in international conferences, exhibitions, performances or performance of compositions [42]

- Jackson, L.T.B. & Rothmann, S. (2001).** *Sense of coherence, self-efficacy and locus of control as predictors of job satisfaction.* Poster session presented at the 10th European Congress on Work and Organizational Psychology, Prague, Czech Republic, May
- Jackson, L.T.B., Rothmann, S. & Kruger, M.M. (2002).** *Sense of coherence, stress, burnout and job satisfaction in a local government.* Paper presented at the 25th International Conference of Applied Psychology, Singapore, July.
- Coetzee, S.C., Rothmann, S. & Jackson, L.T.B. (2002).** *Personality dispositions and effectiveness of self-managed work teams.* Poster session presented at the 25th International Conference of Applied Psychology, Singapore, July.
- Jackson, L.T.B. & Rothmann, S. (2003).** *Burnout of teachers in South Africa.* Paper presented at the 11th European Congress on Work and Organizational Psychology, Lisbon, Portugal, May.
- Jackson, L.T.B. & Rothmann, S. (2004).** *Burnout of teachers in a district of the North-West Province of South Africa.* Paper presented at the Annual Conference of the British Psychological Society, Imperial College, London, 15 April.
- Jackson, L.T.B. & Rothmann, S. (2004).** *A model of work-related well-being for teachers in the North-West province.* Paper presented at the 2nd European positive Psychology Conference, Verbania Palanza, Italy, 7 July.
- Montgomery, A., Mostert, K. & Jackson, L.T.B. (2004).** *Burnout of South African primary school teachers: The moderating effect of positive effect.* Paper presented at the 2nd European positive Psychology Conference, Verbania Palanza, Italy, 7 July.
- Jackson, L.T.B., Rothmann, S., Barkhuizen, N. & Naudé, J.L.P. (2004).** *Occupational stress of academic staff in four South African universities.* Symposium on stress and well-being of staff in Higher Education Institutions (HEIs.) at the 28th International Congress of Psychology (ICP), Beijing, China, 11 August.
- Jackson, L.T.B. & Rothmann, S. (2004).** *An adapted model of teacher burnout.* Paper presented at the 28th International Congress of Psychology (ICP), Beijing, China, 13 August.
- Jackson, L.T.B. & Rothmann, S. (2005).** *A model of work-related well-being of teachers in a province in South Africa.* In M. Salanova (Chair) *Work engagement in different work settings.* Symposium conducted at the meeting of the 28th European on Work and Organizational Psychology Congress, Istanbul, Turkey, 13 May.
- Jackson, L.T.B. & Molokoane, D. (2006).** *Diversity management: The acculturation context and outcomes in a law firm – Domains and dimensions.* Paper presented at the 26th International Conference of Applied Psychology, Athens, Greece, 19 July.

- Jackson, L. T. B.** (2007). Diversity management: Acculturation context variables as predictors of acculturation outcomes in the South African Police Service. In Peeters, M.W.C. (Chair), Introduction of the symposium: *Diversity at work: A double-edge sword?* Symposium conducted at the 13th European Congress on Work and Organizational Psychology, Stockholm, Sweden, 11 May.
- Jackson, L.T.B.** (2008). Acculturation antecedent variables and their impact on acculturation outcomes in a mine in the North-West Province. Paper presented at the 27th International Conference of Applied Psychology, Berlin, Germany, 21 July.
- Jackson, L.T.B.** (2008). The role of the acculturation condition and orientation in predicting the acculturation outcomes of residence students at a university in South Africa. Paper presented at the 19th International Association of Cross-Cultural Psychology, Bremen, Germany, 29 July.
- Jackson, L.T.B.** (2008). Acculturation in The South African Police Service: Predictors of Sociocultural and Psychological adjustment. Paper presented at the 19th International Association of Cross-Cultural Psychology, Bremen, Germany, 30 July.
- Jackson, L.T.B.** (2009). *Why should Africans attend the 21st IACCP Annual Conference in Cape Town in 2012?* 4th IACCP Regional Conference, Duola, Cameroon, 2 August.
- Jackson, L.T.B.** (2009). *The experiences of Designated Staff in a Predominately White Consulting Firm.* Paper presented at the 3rd International Business Conference of the Business Schools Partners Network (BSPN), Stone Town, Zanzibar, 17 September.
- Meiring, D., **Jackson, L.T.B.**, Steyn, R. & Barnard, A. (2010). *The cross-cultural application of the Social Axioms (SAS II) in a multicultural South African sample.* Paper presented at 20th International Association of Cross-Cultural Psychology, Annual Conference, Melbourne, Australia, 7 July.
- Jackson, L.T.B.** (2010). *Acculturation context, orientations and outcomes in a South African private and public workplace.* Paper presented at 20th International Association of Cross-Cultural Psychology, Annual Conference, Melbourne, Australia, 8 July.
- Jackson, L.T.B. & Burchard, A.** (2010). *Mainstream context, acculturation orientation and well-being of mine employees.* Paper presented at the 4th International Business Conference of the Business Schools Partners Network (BSPN), Victoria Falls, Livingstone, Zambia, 13 October.
- Jackson, L.T.B & Sekhosana, L.W.** (2011). Mentoring functions and work-related outcomes in a steel manufacturing company. Paper presented at the 5th International Business Conference, Mauritius, 27 September.
- Jackson, L.T.B & Stona, M.** (2011). Mentoring and knowledge sharing in a steel manufacturing company. Paper presented at the 5th International Business Conference, Mauritius, 27 September.
- Jackson, L.T.B. & De Koker, D.** (2012). Adverse acculturation conditions and wellbeing in the workplace: The mediating role of separation. Paper presented at the 21st Bi-annual Conference of the International Association of Cross-Cultural Psychology, Stellenbosch, South Africa, 18 July.
- Jackson, L.T.B. & Laurie, R.** (2012). Positive acculturation conditions and wellbeing in the workplace: The mediating role of integration. Paper presented at the 21st Bi-annual Conference of the International Association of Cross-Cultural Psychology, 18 July, Stellenbosch, South Africa.
- Jackson, L.T.B & Ruiter, M.E.** (2012). Change management principles, productivity, job satisfaction and intentions to quit. Paper presented at the 6th International Business Conference, Mombasa, Kenya, 29 August.
- Jackson, L.T.B & Kolisang, L.O.** (2012). Leadership orientations, employee commitment, job satisfaction, and intentions to quit in a FMCG company. Paper presented at the 6th International Business Conference, Mombasa, Kenya, 29 August.
- Jackson, L.T.B. & Mukondiwa, S.** (2013). Organisational climate, communication, working conditions, fair leadership and work-related attitudes in a manufacturing concern. Paper presented at the 7th International Business Conference, Seychelles, 2 September.
- Jackson, L.T.B. & Vahed, P.** (2013). Quality values of a continuous improvement culture and employee attitudes. Paper presented at the 7th International Business Conference, Seychelles. 3 September,

- Steyn, R. & **Jackson, L.T.B.** (2013). Gender-based discrimination in a selection of SA organisations: A managerial perspective. *7th International Business Conference (IBC)*, Victoria Mahe: Seychelles. 3 September.
- Jackson, L. T. B. & Lushozi, M. S.** (2014). The mediating role of self-esteem in the relationship between transformational leadership and subjective experiences of work success. Paper presented at the *8th International Business Conference Proceedings*, Swakopmund, Namibia. August, 19
- Mothobi, V., Botha, C. J., & **Jackson, L. T. B.** (2014). The impact of multiculturalism at work on job satisfaction and organisational commitment in a tertiary institution. Paper presented at the *8th International Business Conference Proceedings*, Swakopmund, Namibia. August, 19
- Jackson, L.T.B.** (2014). White Dormitory Students' Psychological Strengths and Subjective Well-Being in a Historically White Institution of Higher Learning. Paper presented at the *22nd International Association of Cross-Cultural Psychology, Annual Conference*, Remis, France. July, 22.
- Jackson, L.T.B.** (2015). The role of job demands and resources on employee attitudes. Paper presented at the *9th International Business Conference of the Business Schools Partners Network (BSPN)*, Victoria Falls, Livingstone, Zambia, September, 20.
- Jackson, L.T.B. & Theron, H.** (2015). Job satisfaction in a chemical industry production unit. Paper presented at the *9th International Business Conference of the Business Schools Partners Network (BSPN)*, Victoria Falls, Livingstone, Zambia, September, 20.
- Jackson, L.T.B. & Steinman, R.** (2016). Job characteristics and job satisfaction of employees in the steel manufacturing industry in south Africa. *10th International Business Conference of the Business Schools Partners Network (BSPN)*, Club Mykonos, Langebaan, South Africa, September, 26.
- Van de Vijver, A.J.R. & **Jackson, L.T.B.** (2016). Diversity in the workplace: A Dual Process Model. In S. Safdar (Chair) Symposium on the problems and possibilities of diversity. Symposium conducted at the *31st International Congress of Psychology (ICP2016)* July 24 -29, 2016 Pacifico Yokohama, Yokohama, Japan, July 25.
- Jackson, L.T.B. & Mutasa, T.** (2017). Job characteristics, job satisfaction and engagement of employees in a municipality in south Africa. *11th International Business Conference of the Business Schools Partners Network (BSPN)*, Dar es Salaam, Tanzania, September, 25.
- Jackson, L.T.B.** (2017). The mediating effect of personal resources in the relationship between transformational leadership and employee attitudes, *11th International Business Conference of the Business Schools Partners Network (BSPN)*, Dar es Salaam, Tanzania, September, 25.
- 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, *12th International Business Conference of the Business Schools Partners Network (BSPN)*, Mauritius, September, 24.
- Jackson, L.T.B. & Anthony, S.** (2019). Female Representation and challenges in A Selection of South African Male Dominated Companies. *13th International Business Conference of the Business Schools Partners Network (BSPN)*, Hermanus, Cape Town, September.
- 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. *13th International Business Conference of the Business Schools Partners Network (BSPN)*, 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. *13th International Business Conference 13th International Business Conference of the Business Schools Partners Network (BSPN)*, Hermanus, Cape Town, September

8.3 Study visits (national and international)

Date	University and country	Visit objective	Contact
Nov 2002	Tilburg University: Netherlands	Workshop: Statistical analysis	Prof. F. Van de Vijver Prof. I. Poortinga

Nov 2002	Utrecht University: Netherlands	Workshop: Intervention Studies in Occupational Health Psychology Research Institute for Psychology & Health	Prof. W. Schaufeli Dr. P.M. Le Blanc
April 2004	Leven University: Belgium	Complete a fund application	Prof. H. De Witte
April 2004	Nijmegen University: Netherlands	Establish an international network and explore possibilities (joint fund applications)	Prof. M. Kompier Prof. T. Taris Dr. S. Geurtze
April 2004	Utrecht University: Netherlands	Establish an international network and explore possibilities (joint fund applications and publications)	Prof. W. Schaufeli Dr. M. Peters Dr. E. Demerouti
April 2004	Tilburg University: Netherlands	Completion of a joint fund application for the Diversity Project (SANPAD)	Prof. F. Van de Vijver Prof. I. Poortinga

9 PUBLIC APPEARANCES

- 2002; Presentation of research results / Sense of coherence, stress, burnout and job satisfaction in the Potchefstroom City Council. Chambers of the Potchefstroom City Council. Potchefstroom City Council. Potchefstroom, North West;
- 2003; Motivational speaker at an Award Ceremony of Promosa Secondary School: Invited by the SMT of School. Promosa. Potchefstroom, North West;
- 2004; Presentation of research results / Stress and burnout of teachers; Potchefstroom University / Potchefstroom / Colloquium organised by the Management Committee: Support Service. Southern Region of the North-West Education Department, Potchefstroom, North West;
- 2004; Presentation of a diversity management research agenda to promote wellness of staff in the public sector. Department of Public Service and Administration (DPSA). Pretoria, Gauteng;
- 2005; Keynote Address at the Launch of the Employee Wellness Programme of the Department of Education. Taletso College Hall, Mmabatho Campus, Albert Lutuli Drive. Mmabatho, North West;
- 2005; Presentation of research results / Diversity Management: The Acculturation Process; Chambers of the Potchefstroom City Council. Potchefstroom City Council. Potchefstroom, North West;
- 2005; Presentation of research results / Diversity Management in the Workplace: The Role of Acculturation; ABSA Board Chambers / Quarterly Regional Board meeting of ABSA North West. Potchefstroom, North West;
- 2005; Presentation of research results / Burnout of members of the SAPS. Spiritual Services of the South African Police Services: Head Quarters. Pretoria, Gauteng;
- 2005; Keynote speaker at the Matric Banquet of Promosa Secondary School. Invited by the School Governing Body. Promosa. Potchefstroom, North West;
- 2006 Feb; Motivational speaker at the first gathering of parents, teachers, learners and SMT of Promosa Secondary School, Potchefstroom, North West;
- 2006 Feb; Motivational speaker – Klerksdorp and Potchefstroom Public School Principal gathering at the President Pretorius Primary School, Potchefstroom, North West;
- 2007 April; Panel discussing *Black Economic Empowerment* on “Radio Sonder Grense” – “Praat saam”.
- 2008 February. Facilitated a strategic planning session for the Department of Corporate Service of the Tlokwe Municipality in Potchefstroom.
- 2008 March; Motivational speaker for Promosa Secondary School teachers and SGB members, Promosa, Potchefstroom, North West;
- 2009 November; Motivational speaker for Promosa Primary School teachers and SGB member, Promosa, Potchefstroom, North West;
- 2011 April, 29. Guest speaker: Department of Labour’s Labour Inspectorate conference, East London, Eastern Cape;
- 2011 March, 20. Motivational Speaker for Grade 12 learners at the Lutheran Church, Ikageng, Potchefstroom, North West;

- 2011 September, 2. Motivational speaker at the Dr Kenneth Kaunda District's Potchefstroom Area Teachers Awards Ceremony, Ikageng, Potchefstroom, North West;
- 2012 February 16; Motivational speaker: Promosa Secondary School Grade 12 learners, parents and teachers, Promosa, Potchefstroom, North West;
- 2012 November 17; Motivational speaker for Promosa Secondary School teachers, Promosa, Potchefstroom, North West;
- 2014 August 9; Speaker addressing the audience on the difference between management and supervision: South African Teachers Union Workshop for teachers and head-masters, NWU, Potchefstroom, North West;
- 2015 May, 17. Motivational Speaker for Grade 12 learners at the Lutheran Church, Promosa, Potchefstroom, North West.
- 2016 January, 31. Motivational speaker for the congregation of Siant Micheal's Anglican Church, Promosa, Potchefstroom, North West;
- 2017 October, 26. Geuat speaker: Faculty of Educational Sciences: North West University – Faculty day. Diversity Management, Crista Gali, Potchefstroom, North West;
- 2018 April, 12. Change management. Geust speaker at the land owners conference of the Marico Biosphere researve at Mukhajadi, Groot Marico, North West;
- 2018 August, 28. Assertive communication: Your key to leadership success. Guest speaker at the Empowering Women in Business and leadership Workshop presented by the North West Chamber of Commerce and Industry, the NWU Business School and the North West Department of Social Development', Stonehenge, Parys, South Africa;
- 2019 June, 13. Self-esteem: Conceptualisation and development. Geust speaker at the Appreciation ceremony of Promosa Primary School, Tanglewood, Potchefstroom, North West;

10. REFERENCES

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| * | Prof. K. Stanz
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- * Prof. W. Gabrenya Corss-Cultural Psychology Florida Institute of Techn., Melbourne,
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