

# ***CURRICULUM VITAE***

## ***Prof. Sebastiaan Rothmann***

**Overview:** I am interested in the assessment and development of employed and unemployed people's potential, specifically within multicultural and cross-cultural contexts. After completing my PhD, my initial research focus was burnout, stress, and coping within multicultural contexts. With the changing intellectual climate in Psychology after 2000 (towards Positive Psychology) my research focus broadened to include work engagement and flourishing of people in work and organisational contexts as well as in non-work contexts. I am also Director of the [Optentia Research Focus Area](#).



## **1 PERSONAL PARTICULARS AND CAREER HISTORY**

### **1.1 Personal particulars**

Current job	:	Director, Optentia Research Focus Area, North-West University
Name	:	Prof. S. (Ian) Rothmann
Gender	:	Male
NRF Rating	:	Category – C1
ORCID	:	<a href="http://orcid.org/0000-0001-6065-4338">http://orcid.org/0000-0001-6065-4338</a>
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LinkedIn	:	<a href="https://za.linkedin.com/pub/ian-rothmann/14/81b/b03">https://za.linkedin.com/pub/ian-rothmann/14/81b/b03</a>
Address	:	Optentia, North-West University, Vanderbijlpark, South Africa
Date of appointment	:	2010/09/01

### **1.2 Career history**

1983-1986	Psychometrist/Psychologist	SA Defence Force
1987-1989	Lecturer	PU for CHE
1989-1999	Senior Lecturer	PU for CHE
2000-2001	Associate Professor	PU for CHE
2002-2008	Professor	North-West University
2009-2009	Consultant/Extraordinary professor	Ian Rothmann & Associates / North-West University
Jan 2010-Aug 2010	Professor	University of Namibia
Sep 2010-	Professor/Director	North-West University

## 2 ACADEMIC AND PROFESSIONAL QUALIFICATIONS

### 2.1 Secondary education

Name of School : Etosha Secondary School Standard 10: 1977

### 2.2 Post-school qualifications

1980	B.Com	PU vir CHO	Industrial Psychology
1981	HED (Postgraduate) (cum laude)	PU vir CHO	Education
1982	B.Com Honours (cum laude)	PU vir CHO	Industrial Psychology
1987	M.Com (cum laude)	PU vir CHO	Industrial Psychology
1996	Ph.D.	PU vir CHO	Industrial Psychology

### 2.3 Professional qualifications and registrations

Year	Registration	Organisation	Category
1987-2008	Psychologist (Industrial)	Health Professions Council	Psychology
1987-currently	Personnel practitioner	SA Board for Personnel Practice	Education and research

## 3 EDUCATION AND TRAINING

1987	BA,B.Com – 3 <sup>rd</sup> year	Personality theories
1987-1994	BA, B.Com – 2 <sup>nd</sup> 3 <sup>rd</sup> year	Facilitation and interpersonal skills training
1987-1998	BA,B.Com – 2 <sup>nd</sup> year	Personnel Psychology
1994-1996	Honours	Social Psychology
1987-1999	Honours	Psychological evaluation
1989- 2000	Honours	Organisation Psychology
1987-1992	Master's	Consumer psychology
1996-2008	Master's	Research methodology
1997-2003	Master's	Counselling
2008-2009	Master's	Change Management; Health Psychology
2010	Fourth year	Advanced Research and Statistics, Advanced Organisational Psychology, Advanced Strategic Human Resource Management
2010-2015	Master's	Quantitative Research

## 4 PUBLICATIONS AND RESEARCH OUTPUTS

### 4.1 Articles in subsidised journals

#### Manuscripts in preparation

- Amunkete, S., & Rothmann, S. Psychological capital, supportive organisational climate and performance within state-owned enterprises.
- Fouche, E., & Rothmann, S. Functioning well at work: The effects of positive organisational practices.
- Heyns, M.M., & Rothmann, S. Trust, psychological need satisfaction, work engagement and intentions to leave: A latent profile analysis.
- Mahomed, F. E., & Rothmann, S. Job insecurity, psychological need satisfaction and frustration, and thriving in higher education institutions.
- Marais-Opperman, V., Van Eeden, C., & Rothmann, S. Teachers' perceived stress, mental health, perceived personal control: Effects on flourishing at work.
- Marais-Opperman, V., Van Eeden, C., & Rothmann, S. Teachers' perceived stress, coping strategies, mental health at work and the intention to leave the profession.
- Redelinghuys, J.J., Rothmann, S., & Botha, E. Needs-supplies fit, flourishing at work, and intention to leave: A longitudinal study. *SA Journal of Business Management*.
- Rossouw, E., & Rothmann, S. Work beliefs, work-role fit, and well-being of judges in South Africa: Effects on intention to leave and organisational citizenship behaviour.
- Rossouw, E., & Rothmann, S. Job demands and job resources and well-being of judges in South Africa.

#### Submitted for publication

- Amunkete, S., & Rothmann, S. Authentic leadership, psychological capital, organisational climate and work engagement. *Psychological Studies*.
- Du Toit, M., De Witte, H., Rothmann, S., & Van den Broeck, A. Enterprising a way out of unemployment: Enabling and constraining factors affecting township entrepreneurship. *SA Journal of Business Management*.
- Evers, K., Chen, S., Dhir, A., & Rothmann, S., & Pallesen, S. Investigating the relation among disturbed sleep due to social media use, school burnout and academic performance. *Journal of Adolescence*.
- Marais-Opperman, V., Van Eeden, C., & Rothmann, S. Perceived stress and coping of teachers: A latent profile analysis. *SAGE Open*.
- Paver, R., De Witte, H., Rothmann, S., Van den Broeck, A., & Blonk, R. The implementation and evaluation of the South African adaptation of the JOBS Programme.
- Theron, L.C., Rothmann, S., & Ungar, M. Adolescent resilience to depression: A latent class analysis of protective childhood experiences.
- Van der Vaart, L., Van den Broeck, A., Rothmann, S., & De Witte, H. Motivational profiles in unemployment: A self-determination perspective.
- Van der Vaart, L., de Beer, L.T., Van Zyl, L.E., Rothmann, S., Dickens, L.R., Van der Meij, L., Van der Staak, B.J.P.J., Van Gool, P. & Shankland, R. Confirmatory and exploratory factor analyses of the Grit-O Scale in a university setting.

#### 2020

- Janse van Rensburg, C., & Rothmann, S. (2020). Towards positive institutions: Positive practices and employees' experiences in higher education institutions. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 46(0), a1733. <https://doi.org/10.4102/sajip.v46i0.1733>
- Mahomed, F. E. & Rothmann, S. (2020). Strength use, staff development, thriving, and intention to leave: The mediating effects of psychological need satisfaction. *SA Journal of Psychology*, 50(1), 24-38.

- Paver, R., De Witte, H., Rothmann, S., Van den Broeck, A. & Blonk, R. (2020). A systematic literature review of the implementation and evaluation of the JOBS programme: A suggested framework for South Africa. *South African Journal of Economic and Management Sciences* 23(1), a3049. <https://doi.org/10.4102/sajems.v23i1.3049>
- Redelinghuys, J.J., & Rothmann, S. (2020). Exploring the prevalence of workplace flourishing amongst teachers over time. *SA Journal of Industrial Psychology*.
- Rossouw, E., & Rothmann, S. (2020). Well-being of judges: A scoping review. *SA Journal of Industrial Psychology*.
- Rothmann, S. (2020). Positive institutions. In M. P. Wissing, J. C. Potgieter, L. Nel, I. P. Khumalo, & T. Guse (Eds.), *Towards flourishing: Contextualising positive psychology*. Pretoria: Van Schaik Publishers.
- Van der Vaart, L., Van den Broeck, A., Rothmann, S., & De Witte, H. (2020). Experiences, attitudes and behaviours of the unemployed: The role of motivation and psychological needs. *Psychological Reports*.
- Van Zyl, L.E., Nieman, C., & Rothmann, S. (2020). Mental health of South African industrial psychologists: Results of a latent profile analysis. *Psychological Studies*.

## 2019

- Basson, M. J. J., & Rothmann, S. (2019). Pathways to the flourishing of pharmacy students: The role of study demands and lecturer support. *Journal of Psychology in Africa*, 29(4), 338-345
- De Coning, J., Stander, M.W., & Rothmann, S. (2019). Does good pay compensate for a dissatisfying job? The relationship between gross wage, wage satisfaction, job satisfaction and life satisfaction. *SA Journal of Industrial Psychology*, 45(0), a1549. <https://doi.org/10.4102/sajip.v45i0.1549>.
- Mahomed, F.E., & Rothmann, S. (2019). Strengths use, deficit correction, thriving and performance of academics at universities of technology. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde* 45(0), a1577. <https://doi.org/10.4102/sajip.v45i0.1577>
- Mahomed, F. E. & Rothmann, S. (2019). From surviving to thriving: Towards career well-being. In I.L. Potgieter, N. Ferreira & M. Coetzee (Eds.), *Theory, research and dynamics of career wellbeing: Becoming fit for the future* (pp. 91-116). Cham, Switzerland: Springer Nature.
- Moller, M. & Rothmann, S. (2019). Mental health and individual and organisational outcomes of managers: A latent profile analysis. *Journal of Psychology in Africa*, 29(6), 535-545.
- Paver, R., Rothmann, S., Van den Broeck, A., & De Witte, H. (2019). Labour market interventions to assist the unemployed in two townships in South Africa. *South African Journal of Industrial Psychology*, 45, Issue (0), Pages a1596. <https://doi.org/10.4102/sajip.v45i0.1596>
- Redelinghuys, J.J., Rothmann, S., & Botha, E. (2019). Flourishing-at-work: The role of positive organisational practices. *Psychological Reports*, 122(2), 609-631.
- Redelinghuys, J.J., Rothmann, S., & Botha, E. Workplace flourishing: Measurement, Antecedents and outcomes. *SA Journal of Industrial Psychology*, 45(0), Pages a1552. <https://doi.org/10.4102/sajip.v45i0.1552>.
- Rothmann, S., Van Zyl, L.E., & Rautenbach, C. (2019). Measuring flourishing @ work interventions: The development and validation of the Flourishing-at-Work Scale. In L.E. van Zyl & S. Rothmann (Eds.), *Positive psychological interventions: approaches to capacity development within multi-cultural contexts* (Volume 2; pp. 217-240). Cham, Switzerland: Springer.
- Rothmann, S., Weiss, L., & Redelinghuys, J.J. (2019). Cultural, national and individual diversity' and their relationship to the experience of meaningful work. Bailey, K., Yeoman, R., Madden, A., & Thompson, M. (Eds.), *The Oxford handbook of meaningful work*. Oxford, United Kingdom: Oxford University Press.
- Van Rensburg, A., Theron, L., & Rothmann, S. (2019). A social-ecological modelled explanation of the resilience processes of a sample of Black Sesotho-speaking adolescents. *Psychological Reports*, 122(4), 1211-1234.

- Van Zyl, L.E., Efendic, E., Rothmann, S., Shankland, R. (2019). Best practice guidelines for positive psychological intervention research designs. In L.E. van Zyl & S. Rothmann (Eds.), *Positive psychological intervention design and protocols for multi-cultural contexts* (Volume 2; pp. 1-30). Cham, Switzerland: Springer.
- Van Zyl, L.E. & Rothmann, S. (2019). *Positive psychological interventions: Methodology, design, evaluation and protocols* (Vol. 1). Cham, Switzerland: Springer.
- Van Zyl, L.E. & Rothmann, S. (2019). *Positive psychological interventions: Theoretical approaches to positive psychological capacity development* (Vol. 2). Cham, Switzerland: Springer.
- Van Zyl, L.E. & Rothmann, S. (2019). *Evidence-based positive psychological intervention practices in multi-cultural contexts* (Vol. 3). Cham, Switzerland: Springer.

## 2018

- Basson, M. J. J., & Rothmann, S. (2018). Antecedents of basic psychological need satisfaction of pharmacy students: The role of peers, family and lecturers. *Research in Social and Administrative Pharmacy*, 14(4), 371-382.
- Basson, M. J. J., & Rothmann, S. (2018). Pathways to flourishing: Internal strategies of pharmacy students. *International Journal of Pharmacy Practice*, 26(5), 458-464.
- De Crom, N., & Rothmann, S. (2018). Demands-abilities fit, work beliefs, meaningful work and work engagement in nature-based jobs. *SA Journal of Industrial Psychology*, 44, a1496. doi: <https://doi.org/10.4102/sajip.v44i0.1496>
- Du Toit, M., De Witte, H., Rothmann, S., & Van den Broeck, A. (2018). Contextual factors and unemployment: A review of qualitative studies. (2018). *SA Journal of Economic and Management Sciences*, 21(1), a2083. <https://doi.org/10.4102/sajems.v21i1.2083>
- Du Toit, M., De Witte, H., Rothmann, S., & Van den Broeck, A. (2018). Unemployment experiences in context: A phenomenological study in two townships in South Africa. *Journal of Psychology in Africa*, 28(2), 122-127.
- Heyns, M., & Rothmann, S. (2018). Volitional trust, autonomy satisfaction and engagement at work. *Psychological Reports*, 121(1), 112-134.
- Janse van Rensburg, C., Rothmann, S., & Diedericks, E. (2018). Job demands and resources: Flourishing and job performance in South African university technology settings. *Journal of Psychology in Africa*, 28(4), 291-297.
- Nell, W., & Rothmann, S. (2018). Hope, religiosity, and subjective well-being. *Journal of Psychology in Africa*, 28(4), 253-260.
- Rothmann, S. & Fouché, E. (2018). School principal support, and teachers' work engagement and intention to leave: The role of psychological need satisfaction. In M. Coetzee, I.L. Potgieter, & N. Ferreira (Eds.), *Psychology of retention*. (pp. 137-156). Springer.
- Van der Vaart, L., Van den Broeck, A., De Witte, H., & Rothmann, S. (2018). A psychosocial typology of the unemployed in South Africa. *South African Journal of Psychology*, 48(2), 179-192.
- Van Rensburg, A., Theron, L., & Rothmann, S. (2018). Adolescent perceptions of resilience-promoting resources: The South African pathways to resilience study. *SA Journal of Psychology*, 48(1), 73-85.

## 2017

- Asiwe, D., Rothmann, S., Jorgensen, L., & Marais, C. (2017). Engagement of employees in a research organisation: A relational perspective. *South African Journal of Economic and Management Sciences* 20(1), a1534. <https://doi.org/10.4102/sajems.v20i1.1534>
- Barnard, A., Meiring, D., & Rothmann, S. (2017). The factor structure of the Social Axioms Survey II (SASII) in the South African context. *Journal of Psychology in Africa*, 27(6), 522-529.
- Fouché, E., Rothmann, S. & Van der Vyver, C. (2017). Antecedents and outcomes of meaningful work among school teachers. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 43(0), a1398. <https://doi.org/10.4102/sajip.v43i0.1398>

- Janse van Rensburg, C., Rothmann, S., & Diedericks, E. (2017). Person-environment fit, flourishing and intention to leave in universities of technology. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 43(0), a1422. <https://doi.org/10.4102/sajip.v43i0.142>
- Janse van Rensburg, C., Rothmann, S., & Diedericks, E. (2017). Supervisor support, flourishing and intention to leave in universities of technology. *Journal of Psychology in Africa*, 27(5), 412-419.
- Kheswa, J.G., Van Eeden, E., Rothmann, S., & Bothma, E. (2017). Sexual values, attitudes, self-esteem, and mental health of African adolescent males. *Journal of Psychology in Africa*, 27(5), 477-482.
- Melato, S., Van Eeden, C., Rothmann, S., & Bothma, E. (2017). Coping self-efficacy and psychosocial well-being of marginalised South African youth. *Journal of Psychology in Africa*, 27(4), 338-344.
- Rautenbach, C., & Rothmann, S. (2017). Antecedents of flourishing at work in a fast-moving consumer goods company setting. *Journal of Psychology in Africa*, 27(3), 227-234.
- Rautenbach, C., & Rothmann, S. (2017). Psychometric Validation of the Flourishing-at-Work Scale – Short Form (FWS-SF): Results and implications of a South African study. *Journal of Psychology in Africa*, 27(4), 303-309.
- Rothmann, S. (2017). Employee engagement. In Oades, L.G., Steger, M., Delle-Fave, A., & Passmore, J. (Eds.), *The Wiley-Blackwell handbook of the psychology of positivity and strengths-based approaches at work* (pp. 317-341). Chichester, United Kingdom: Wiley.
- Stander, E., Rothmann, S., & Botha, E. (2017). Pathways to flourishing of athletes: The role of team and individual strength use. *South African Journal of Psychology*, 47(1), 23-34.

## 2016

- Heyns, M., & Rothmann, S. (2016). Comparing trust levels of male and female managers: Measurement invariance of the Behavioural Trust Inventory. *South African Journal of Psychology*, 46(1), 74-87.
- Janik, M., & Rothmann, S. (2016). Work engagement of secondary school educators in Namibia: The effects of the relational context and psychological conditions. *Journal of Psychology in Africa*, 26(4), 316-325.
- Liebenberg, L., Theron, L. C., Sanders, J., Munford, R., Van Rensburg, A., Rothmann, S., & Ungar, M. (2016). Bolstering resilience through teacher-student interaction: Lessons for school psychologists. *School Psychology International*, 37(2), 140-154.
- Nel, J.A., Fetvadjev, V.H., Rothmann, S., Van de Vijver, F.J.R., Meiring, D., & Hill, C. (2016). Developing psychometric instruments for a specific context: The South African Personality Inventory. In R. Ferreira (Ed.), *Psychological assessment: Thinking innovatively in contexts of diversity*. Pretoria: Juta.
- Palo, J., & Rothmann, S. (2016). Work engagement in the mining industry: The role of tasks and relationships. *Journal of Psychology in Africa*, 26(3), 221-229.
- Rothmann, S. (2016). Career experiences. In A.M.G. Schreuder & M. Coetzee (Eds.). *Career psychology* (4th ed.). Johannesburg: Van Schaik's.
- Van Zyl, L.E., Nel, E., Stander, M.W., & Rothmann, S. (2016). Conceptualising the professional identity of industrial/ organisational psychologists within the South African context. *SA Journal of Industrial Psychology*, 42(1), 13 pages. doi: 10.4102/sajip.v42i1.1379

## 2015

- Amunkete, S., & Rothmann, S. (2015). Authentic leadership and psychological capital in state-owned enterprises: Effects on job satisfaction and intention to leave. *Journal of Psychology in Africa*, 25(4), 271-281.
- Erasmus, E., Rothmann, S., & Van Eeden, C. (2015). A structural model of technology acceptance. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 41(1), Art. #1222, 12 pages. <http://dx.doi.org/10.4102/sajip.v41i1.1222>.
- Heyns, M. & Rothmann, S. (2015). Dimensionality of trust: An analysis of the relationship between propensity, trustworthiness and trust. *Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 41 (1), Art. #1263, 12 pages. [http:// dx.doi.org/10.4102/sajip.v41i1.1263](http://dx.doi.org/10.4102/sajip.v41i1.1263).

- Janik, M., & Rothmann, S. (2015). Meaningful work and secondary school teachers' intention to leave. *SA Journal of Education*, 35(2), Art. # 1008, 13 pages, doi: 10.15700/saje.v35n2a1008.
- Rothmann, S. & Cooper, C.L. (2015). *Work and organizational psychology*. London, United Kingdom: Routledge.
- Stander, F.W., Rothmann, S., & Botha, E. (2015). A structural model of athlete flow. *Journal of Psychology in Africa*, 26(6), 499-506.
- Van Rensburg, A.C., Theron, L.C., & Rothmann, S. (2015). A review of quantitative studies of South African youth resilience: Some gaps. *SA Journal of Science*, 111(7/8), Art. #2014-0164.

## 2014

- Barkhuizen, N., Rothmann, S., & Van de Vijver, A. J. R. (2014). Burnout and engagement of academics in higher education institutions: Effects of dispositional optimism. *Stress and Health*, 30(4), 322-332.
- Diedericks, E., & Rothmann, S. (2014). Flourishing of information technology professionals: Effects on individual and organisational outcomes. *SA Journal of Business Management*, 45(1), 27-41.
- Griep, Y., Baillien, E., Vleugels, W., Rothmann, S., & De Witte, H. (2014). Do they adapt or react? A comparison of the stress reaction model and the adaptation model among South African unemployed. *Economic and Industrial Democracy*, 35(4), 717-736.
- Mokgele, K. R. F., & Rothmann, S. (2014). A structural model of student well-being. *SA Journal of Psychology*, 44(4), 514-527.
- Perstling, M., & Rothmann, S. (2014). From South West Africa to Namibia: Subjective well-being twenty-one years after independence. In H. A. Marujo & L. M. Neto (Eds.), *Positive nations and communities: Collective, qualitative and cultural-sensitive processes in positive psychology* (pp. 231-262). Amsterdam, The Netherlands: Springer.
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- Rothmann, S. (2014). Flourishing in work and careers. In M. Coetzee (Ed.), *Psycho-social career meta-capacities: Dynamics of contemporary career development* (pp. 203-220). Cham, Switzerland: Springer International Publishing.
- Rothmann, S. (2014). Positive institutions. In M. P. Wissing, J. C. Potgieter, L. Nel, I. P. Khumalo, & T. Guse (Eds.), *Towards flourishing: Contextualising positive psychology* (pp. 221-261). Pretoria: Van Schaik Publishers.
- Rothmann, S., & Baumann, C. (2014). Work-life interference, psychological conditions, and engagement in Namibia. *South African Journal of Economic and Management Sciences*, 17(4), 515-530.
- Van der Colff, J. J., & Rothmann, S. (2014). Burnout of registered nurses in South Africa. *Journal of Nursing Management*, 22(5), 630-642.
- Van der Colff, J. J., & Rothmann, S. (2014). Occupational stress of registered nurses in South Africa. *Journal of Psychology in Africa*, 24(4), 375-384.
- Van Zyl, L.E., & Rothmann, S. (2014). Towards happiness-interventions: Construct clarification and intervention methodologies. *Journal of Psychology in Africa*, 24(4), 327-341.

## 2013

- Diedericks, E., & Rothmann, S. (2013). Flourishing of information technology professionals: The role of work engagement and job satisfaction. *Journal of Psychology in Africa*, 23(2), 225-234.
- Koen, V., Van Eeden, C., & Rothmann, S. (2013). A model for psychosocial well-being of families in a South African context. *Journal of Psychology in Africa*, 23(1), 155-164.
- Koen, V., Van Eeden, C., & Rothmann, S. (2013). Psychosocial well-being of families in a South African context: A prospective multifactorial model. *Journal of Psychology in Africa*, 23(3), 409-418.
- Le Roux, C., & Rothmann, S. (2013). Contractual relations between employers and employees and individual and organisational outcomes. *SA Journal of Higher Education*, 27(4), 900-919.

- Rothmann, S. (2013). Measuring happiness: Results of a cross-national study. In M. P. Wissing (Ed.), *Well-being research in South Africa: Cross-cultural advances in positive psychology - Volume 4* (pp. 175-198). Dordrecht, The Netherlands: Springer.
- Rothmann, S. (2013). From happiness to flourishing at work: A southern African perspective. In M.P. Wissing (Ed.), *Well-being research in South Africa: Cross-cultural advances in positive psychology - Volume 4* (pp. 123-152). Dordrecht, The Netherlands: Springer.
- Rothmann, S., Diedericks, E., & Swart, J.P. (2013). Manager relations, psychological need satisfaction and intention to leave in the agricultural sector. *SA Journal of Industrial Psychology*, 39(2), 11 pages. doi: 10.4102/sajip.v39i2.1129
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- Rothmann, S., & Welsh, C. (2013). Employee engagement in Namibia: The role of psychological conditions. *Management Dynamics*, 22(1), 14-25.
- Steger, M. F., Littman-Ovadia, H., Miller, M., Menger, L., & Rothmann, S. (2013). Engaging in work even when it is meaningless: Positive affective disposition and meaningful work interact in relation to work-engagement. *Journal of Career Assessment*, 21, 348-361.
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- Van Rensburg, A. C., Theron, L. C., Rothmann, S. & Kitching, A. E. (2013). The relationship between services and resilience: a study of Sesotho-speaking youths. *Social Work Practitioner/ Researcher*, 25(3), 286-308.
- Van Zyl, L., Van Eeden, C., & Rothmann, S. (2013). Job insecurity, job stress, organisational commitment and coping in private health care institutions. *SA Journal of Business Management* 14(1), 75-86.
- Vleugels, W., Rothmann, S., Griep, Y., & De Witte, H. (2013). Does financial hardship explain differences between Belgian and South African unemployed regarding experiences of unemployment, employment commitment and job search behavior? *Psychologica Belgica*, 53(2), 75-95.

## 2012

- De Witte, H., Rothmann, S., & Jackson, L.T.B. (2012). On the psychological consequences of unemployment in South Africa: Experiences, coping and well-being of unemployed people. *SA Journal of Economic and Management Sciences*, 15(3), 235-252.
- Griep, Y., Rothmann, S., Vleugels, W., & De Witte, H. (2012). Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed. *Journal of Psychology in Africa*, 22(3), 303-314.
- Koen, V., Van Eeden, C., & Rothmann, S. (2012). An exploration of families' psychosocial well-being in a South African context. *Journal of Psychology in Africa*, 22(3), 343-358.
- Nel, A., Valchev, V. H., Rothmann, S., Van de Vijver, F. J. R., Meiring, D., & De Bruin, G. P. (2012). Exploring the personality structure in the 11 languages of South Africa. *Journal of Personality*, 80(4), 915-948.
- Perstling, M., & Rothmann, S. (2012). Secondary traumatic stress, psychological well-being, and life satisfaction of social workers in Namibia. *Journal of Psychology in Africa*, 22, 1-9.
- Swart, J.J., & Rothmann, S. (2012). Authentic happiness of managers, and individual and organisational outcomes. *SA Journal of Psychology*, 42(4), 492-508.
- Van Zyl, L.E., & Rothmann, S. (2012). Beyond smiling: the evaluation of a positive psychological intervention aimed at student happiness. *Journal of Psychology in Africa*, 22(3), 369-384.
- Van Zyl, L.E., & Rothmann, S. (2012). Flourishing of students in a tertiary education institution in South Africa. *Journal of Psychology in Africa*, 22(4), 593-604.



## 2011

- Joubert, P., Van Wyk, C., & Rothmann, S. (2011). The effectiveness of sexual harassment policies and procedures at higher education institutions in South Africa: Perceptions of academic staff. *SA Journal of Human Resource Management*, 9(1), 1-10.
- Joubert, P., Van Wyk, C., & Rothmann, S. (2011). The incidence of sexual harassment at higher education institutions in South Africa: Perceptions of academic staff. *Acta Academica*, 43(1), 167-188.
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#### **4.4 Papers**

##### **2019**

Rothmann, S. & Mahomed, F. (2019). Thriving of academics in higher education institutions in South Africa. Paper presented at European Association of Work and Organizational Psychology, Turin, Italy, 29 May-1 June.

##### **2018**

Redelinghuys, J.J., Rothmann, S., & Botha, E. (2018, April). Feeling and functioning well: A comparison between two versions of the Flourishing-at-Work Scale. Paper presented at the First Africa Positive Psychology Conference 4 – 7 April, Potchefstroom. South Africa.

Roll, L.C., Rothmann, S., & De Witte, H. (2018). Job Insecurity in South Africa's Higher Education Sector: Towards a Deeper Understanding. Paper presented at the European Academy of Occupational Health Psychology 5-7 September, Lisbon, Portugal.

Rothmann, S. (2018, Julie). Paaie na 'n florerende gemeenskap en samelewing. Aanbieding by die Jaarlikse vergadering van die Afrikaanse Taal en Kultuurvereniging, Klein Kariba, Suid-Afrika.

Rothmann, S. (2018, November). Towards a comprehensive model of subjective well-being. Paper presented at the National Taiwan University of Science and Technology, Taipei, Taiwan.

##### **2017**

Du Toit, M., De Witte, H., Rothmann, S. & Van den Broeck, A. (2017). *The lived experience of unemployment in South Africa: A qualitative exploration*. Paper presented at the 2017 Annual SIOPSA Conference, Pretoria, South Africa.

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Rothmann, S. (2017). Paper presented at the Consulting Psychology Conference, University of South Africa, Pretoria.

Van der Vaart, L., Van den Broeck, A., Rothmann, S., & De Witte, H. (2017). Motivational profiles in unemployment: Key determinants of the unemployment experience. Paper presented at the European Association of Work and Organizational Psychology, Dublin, Ireland.

Van der Vaart, L., Van den Broeck, A., Rothmann, S., & De Witte, H. (2017). *Coping and motivation in unemployment: A person-centred approach*. Paper presented at the 2017 Annual SIOPSA Conference, Pretoria, South Africa.

##### **2016**

Du Toit, M., De Witte, H., Rothmann, S., & Van Den Broeck, A. (2016, April). Cultural conventions and unemployment in South Africa. In H. De Witte & S. Rothmann (Chairs), *Revisiting the psychological experience and consequences of unemployment*. Symposium conducted at the 12th European Association for Occupational Health Psychology, Athens, Greece.

Rothmann, S. (2016). HRM in the 21<sup>st</sup> Century: Finding, Absorbing and radiating light. Presented to HR Practitioners in Windhoek, Namibia, 26 February 2016.

Rothmann, S. (2016). Industrial/Organisational Psychology in the 21<sup>st</sup> Century: Finding, Absorbing and radiating light. Presented at the University of Namibia in Windhoek, Namibia, 25 February 2016.



Van der Vaart, L., Van Den Broeck, A., De Witte, H., & Rothmann, S. (2016, April). Cross validation of a psychosocial typology in the South African context. In H. De Witte & S. Rothmann (Chairs), *Revisiting the psychological experience and consequences of unemployment*. Symposium conducted at the 12th European Association for Occupational Health Psychology, Athens, Greece.

## 2015

Fouche, E. & Rothmann, S. (2015). *Towards engaged and satisfied teachers in South Africa*. Paper presented at the Annual Conference of the Education Association of South Africa, Legend Golf and Safari Resort, Mookgophong, Limpopo Province, South Africa.

Rautenbach, C. & Rothmann, S. (2015, July). The development and validation of a scale which measures flourishing at work. Paper presented at the 17th Annual SIOPSA Conference, Pretoria, South Africa.

Rothmann, S. (2015). *Flourishing of educators in South Africa*. Paper presented at the International Association of Cognitive Education (IACESA) Conference, Cape Town, South Africa.

Rothmann, S. (2015). Industrial/Organisational Psychology for the 21st Century: Finding, Absorbing and Radiating Light. Keynote presentation at the 17th Annual SIOPSA Conference, Pretoria, South Africa.

Van der Vaart, L., Stander, M.W., & Rothmann, S. (2015). *The Validation of the Authentic Leadership Inventory (ALI)*. Poster presented at the Fourth World Congress on Positive Psychology.

Van Rensburg, A.C., Theron, L.C., & Rothmann, S. (2015). *Resilience and school engagement*. Paper presented at the Annual Conference of the Education Association of South Africa, Legend Golf and Safari Resort, Mookgophong, Limpopo Province, South Africa.

## 2014

Rothmann, S. (2014, May). *Flourishing in organisations in Southern Africa*. Presentation at the Creating Positive Organisations Conference: Flourishing in Organisations in South Africa on 20-21 May 2014, Bryanston, South Africa.

Van Rensburg, A., Theron, L.C. & Rothmann, S. (2014, September). *African youth's varied pathways to resilience: Implications for practitioners*. 20th Annual Congress of the South African Psychological Association, Durban, South Africa

## 2013

Griep, Y., Rothmann, S., Vleugels, W., & De Witte, H. (2013, May). *Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed*. Poster presented at the 13th Congress of the European Association of Work and Organizational Psychology (EAWOP). Münster, Germany.

Griep, Y., Rothmann, S., Vleugels, W., & De Witte, H. (2013, May). *Does financial hardship explain differences between Belgian and South African unemployed regarding experiences of unemployment, employment commitment and job search behaviour?* Poster presented at the 13th Congress of the European Association of Work and Organizational Psychology (EAWOP). Münster, Germany.

Griep, Y., Baillien, E., De Witte, H., Vleugels, W., & Rothmann, S. (2013, May). *Do they adapt or react? A comparison of the adaptation model and the stress reaction model among South African unemployed*. Paper presented at the 13th Congress of the European Association of Work and Organizational Psychology (EAWOP). Münster, Germany.

## 2012

- Rothmann, S., Williams, S., Wissing, M., & Temane, M. Self-efficacy, emotional intelligence, learned optimism and well-being in South Africa. (2012, July). In D. De Bruin (Chair), *Personality and culture as moderators of the relations between job characteristics and well-being*. Symposium conducted at the 21<sup>th</sup> Congress of the International Association for Cross-cultural Psychology, Stellenbosch, South Africa.
- Rothmann, S. (2012, July). Orientations to happiness and life satisfaction in South Africa and Namibia In S. Rothmann (Chair), *Assessment of optimal functioning in South Africa*. Symposium conducted at the 21<sup>th</sup> Congress of the International Association for Cross-cultural Psychology, Stellenbosch, South Africa.
- Rothmann, S. (2012, July). Authentic happiness of managers in South Africa and individual and organisational outcomes. In S. Rothmann (Chair), *Positive psychology at work*. Symposium conducted at the 30<sup>th</sup> International Congress of Psychology, Cape Town, South Africa.
- Swart, J.P., & Rothmann, S. (2012, July). *Purpose and meaning in life and employee outcomes: The mediating role of psychological need satisfaction*. Paper presented at the 6th European Conference on Positive Psychology, Moscow, Russia.
- Swart, J.P., & Rothmann, S. (2012, July). Antecedents of flourishing of managers. In S. Rothmann (Chair), *Positive psychology at work*. Symposium conducted at the 30<sup>th</sup> International Congress of Psychology, Cape Town, South Africa.
- Van Zyl, L. E. & Rothmann, S. (2012, July). *Happiness and multicultural interventions: A critical review of the literature*. Paper presented at the 21<sup>st</sup> Conference of the International Association of Cross-Cultural Psychology, Stellenbosch, South Africa.
- Valchev, V. H., Van de Vijver, F. J. R., Nel, J. A, Meiring, D., De Bruin, G. P. & Rothmann, S. (2012, July). Similarities and differences in implicit personality concepts across ethno-cultural groups in South Africa. In D. Meiring (Chair), *Indigenous personality development in South Africa*. Symposium conducted at the 21<sup>th</sup> Congress of the International Association for Cross-cultural Psychology. Stellenbosch, South Africa.

## 2011

- Rothmann, S. (2011, April). *Happiness and life satisfaction: Findings in Namibia, South Africa, Zambia, and Zimbabwe*. Keynote presentation at the SA Positive Social Sciences Symposium 2011: Optimising Individual, Social and Institutional Potential, Vanderbijlpark.
- Rothmann, S. (2011, July). *Happiness in Southern Africa*. Poster presented at the Second World Congress on Positive Psychology, Philadelphia.
- Rothmann, S. (2011, June). *Orientations to happiness and life satisfaction: Findings in Southern Africa*. Keynote presentation at the Second Wellness in the Workplace Conference 2011: Wellness in Africa, Bloemfontein.
- Rothmann, S. (2011, September). *Towards flourishing at work: Findings from South Africa*. Presentation at the 2011 Third International Congress on Coping with Stress: Resilience and Engagement on 20 September 2011, Mongena Lodge, Pretoria.

## 2009

- Rothmann, S. (2009, May). *Employee engagement in South Africa*. Paper presented at the Positive Organisations Conference of Knowledge Resources, Sandton.
- Rothmann, S. (2009, Sept). *Psychological fitness: Lessons from research*. Paper presented at the Annual Shercon Conference, Windhoek, Namibia.

## 2008

- Meiring, D. Van De Vijver, F., Rothmann, S. & De Bruin, G.P. (2008, July). Uncovering the personality structure of the 11 language groups in South Africa: SAPI project. In Cheung, F.M. & Born, M. *Symposium: Testing and assessment in emerging and developing countries. Challenges and recent advances*. XXIX International Congress of Psychology (ICP), Berlin, Germany.
- Meiring, D., Van de Vijver, F., Rothmann, S., De Bruin, G.P., Nel, A. & Valchev, V. (2008, July). Invited Symposium: Development of the South African Personality Inventory (SAPI): Uncovering the structure of the 11 indigenous language groups. 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP), Bremen, Germany.
- Rothmann, S. (2008, April). *Engagement versus motivation*. Paper presented at the Performance Management Conference, Bryanston.
- Rothmann, S. (2008, April). *Psychological fitness: Concept and measurement*. Paper presented at the SASOM Conference, Pretoria.
- Rothmann, S. (2008, September). *Work engagement*. Paper presented at the Positive Organisations Conference of Knowledge Resources, Sandton.

## 2007

- Rothmann, S. (2007, February 18). *A dual-process model of wellness: Distress and eustress*. Paper presented at the ASTD Conference, Cape Town.
- Rothmann, S. (2007, August 6). *Assessment of psychological fitness for work*. Paper presented at the Annual Conference of the South African Society for Occupational Medicine.
- Rothmann, S. (2007, May). *Work engagement*. In W.B. Schaufeli (Chair), *Work engagement*. Symposium conducted at the 13<sup>th</sup> European Congress on Work and Organizational Psychology, Stockholm, Sweden.

## 2006

- Barkhuizen, E.N. & Rothmann, S. (2006, April). *Occupational stress, health and commitment of academic staff in South African higher education institutions*. Poster presented at the First South African Positive Psychology Conference, Potchefstroom, South Africa.
- Barkhuizen, E.N. & Rothmann, S. (2006, April). *Work Engagement of Academic Staff in South African Higher Education Institutions*. Paper presented at the First South African Positive Psychology Conference, Potchefstroom, South Africa.
- Barkhuizen, N. & Rothmann, S. (2006, July). *Occupational stress of academic staff in South African higher education institution*. Paper presented at symposium: Continuity and change in organizations, at 26th International Conference of Applied Psychology, Athens, Greece.
- Barkhuizen, N. & Rothmann, S. (2006, July). *Work wellness of academic staff in higher education institutions*. Paper presented at symposium: Continuity and change in organizations, at 26th International Conference of Applied Psychology, Athens, Greece.
- Mostert, K. & Rothmann, S. (2006, February). *Organisational wellness: Managing stress, burnout and work engagement*. Paper presented at the ASTD Conference, Cape Town.
- Meiring, D., Rothmann, S. & Welthagen, C. (2006, July). *The cross-cultural application of social beliefs, values and the big five personality in South Africa*. Paper presented at the XVIII International Congress of the IACCP, Isle of Spetses, Greece.
- Meiring, D., Van de Vijver, A.J.R. & Rothmann, S. (2006, July). *Internal and external bias of cognitive and personality measures in South Africa*. Paper presented at the XVIII International Congress of the IACCP, Isle of Spetses, Greece.
- Pienaar, J., Näswall, K., Sverke, M., & Rothmann, S. (2006, March). *Social support buffers between role overload, and job satisfaction and turnover intention*. Paper presented at the 6th International Conference on Occupational Stress and Health, Miami, Florida, United States of America, 2-4 March.

- Rothmann, S. (2006, January). *Work-related well-being: Implications for health and safety*. Paper presented at the 5<sup>th</sup> Annual Behaviour-based Safety Conference, Johannesburg.
- Rothmann, S. (2006, March). *Work-related well-being: Integrating positive and negative aspects*. Paper presented at the Annual Shercon Safety Conference, Johannesburg.
- Rothmann, S. (2006, August). *Work engagement: Implications for career management*. Paper presented at the Career Planning and Management Seminar in the New World of Work, Kloofzicht Lodge, Muldersdrift Johannesburg.
- Rothmann, S. (2006, September). *Presenteeism - The new absenteeism: How to transform presenteeism into engagement and manage it in your organisation*. Paper presented at the Organisational Health Care Conference, Johannesburg.
- Van de Vijver, A.J.R., Meiring, D., Rothmann, S., De Bruin, D. & Foxcroft, C. (2006, July). *The development of cross-cultural personality instrument for the South African context*. Paper presented at the XVIII International Congress of the IACCP, Isle of Spetses, Greece.

## 2005

- Bosman, J., Buitendach, J.H. & Rothmann, S. (2005, May). *Job insecurity and work wellness of employees in a government organisation*. In H. de Witte (Chair), *Job insecurity*. Symposium conducted at the meeting of the 28<sup>th</sup> European Work and Organization Psychology Congress, Istanbul, Turkey.
- Buitendach, J.H. & Rothmann, S. (2005, May). *The validation of the Job Insecurity Questionnaire in selected organisations in South Africa*. Poster presented at the 12<sup>th</sup> European Congress on Work and Organizational Psychology, Istanbul, Turkey.
- Buitendach, J.H. & Rothmann, S. (2005, May). *The relationship between job insecurity, job satisfaction and organizational commitment*. Poster presented at the 12<sup>th</sup> European Congress on Work and Organizational Psychology, Istanbul, Turkey.
- Jackson, L.T.B. & Rothmann, S. (2005, June). *Occupational stress, ill-health and organisational commitment of educators in the North West Province*. Paper presented at the 8<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Jackson, L.T.B. & Rothmann, S. (2005, May). *A model of work-related well-being for teachers in a province of South Africa*. In M. Salanova (Chair), *Work engagement in different work settings*. Symposium conducted at the meeting of the 28<sup>th</sup> European Work and Organization Psychology Congress, Istanbul, Turkey.
- Naudé, J.L.P., Rothmann, S., Jackson, L.T.B., de Witte, H. & Kieselbach, T. (2005, August). *Well-being of the unemployed: A South African perspective*. In T. Kieselbach & T. Matoba (Chairs), *Unemployment and health and its repercussions on employment*. Symposium conducted at the 2<sup>nd</sup> ICOH International Conference on Psychosocial Factors at Work, Okayama, Japan.
- Rothmann, S. & Cilliers, F.v.N. (2005, June). *Present challenges and critical issues for research in Industrial/Organisational Psychology in South Africa*. Paper presented at the 8<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Rothmann, S. (2005, August). *Occupational stress, organisational commitment and ill-health in South African organisations*. Paper presented at the 2<sup>nd</sup> ICOH International Conference on Psychosocial Factors at Work, Okayama, Japan.
- Rothmann, S. (2005, August). *Job stress prevention in South Africa*. In N. Kawakami & M. Kompier (Chairs), *National strategies for job stress prevention: A Global perspective*. Symposium conducted at the 2<sup>nd</sup> ICOH International Conference on Psychosocial Factors at Work, Okayama, Japan.
- Rothmann, S. (2005, June). *Work engagement in South African organisations*. Paper presented at the 8<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Rothmann, S. (2005, May). *Work engagement in South African organizations: Relations with job and person factors*. In W.B. Schaufeli (Chair), *Engagement and burnout: Conceptual and measurement issues*. Symposium conducted at the meeting of the 28<sup>th</sup> European Work and Organization Psychology Congress, Istanbul, Turkey.

- Rothmann, S. (2005, October). *Work-related well-being in South Africa: What do we know and where should we go?* Keynote paper presented at the 4<sup>th</sup> Annual HIV/AIDS Indaba of the Department of Public Service and Administration, Durban.
- Rothmann, S. (2005, October). *Work-related well-being: The legislative environment*. Paper presented at the 4<sup>th</sup> Annual HIV/AIDS Indaba of the Department of Public Service and Administration, Durban.
- Rothmann, S. (2005, September). Energy and identification as dimensions of burnout and work engagement. In S. Rothmann (Chair), *Work-related well-being in South African organisations*. Symposium conducted at the PsySSA Conference, Cape Town.
- Rothmann, S. (2005, September). *Work-related well-being in South African organisations: What do we know?* Paper presented at the 7<sup>th</sup> Annual Conference of the Employee Assistance Professionals Association of South Africa, Durban.

## 2004

- Barkhuizen, N. & Rothmann, S. (2004, August). *Work engagement of academic staff in universities in South Africa*. In S. Rothmann (Chair), *Stress, burnout and work engagement in higher education institutions*. Symposium conducted at the meeting of the 28<sup>th</sup> International Congress of Psychology, Beijing, China.
- Barkhuizen, N. & Rothmann, S. (2004, March). *Burnout of academic staff in a higher education institution*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Barkhuizen, N., Rothmann, S. & Tytherleigh, M.Y. (2004, April). *Burnout and engagement of academic staff in higher education institutions in South Africa*. Poster presented at the Annual Conference of the British Psychological Society, London, UK.
- Campbell, C. & Rothmann, S. (2004, March). *A psychometric analysis of the Maslach Burnout Inventory – General Survey in a customer service environment*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Coetzer, W.J. & Rothmann, S. (2004, August). *A causal model of burnout in a South African insurance company*. Poster presented at the 28<sup>th</sup> International Congress Of Psychology, Beijing, China.
- Fourie, L. & Rothmann, S. (2004, March). *Burnout of non-professional counsellors in South Africa*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Jackson, L.T.B. & Rothmann, S. (2004, April). *Occupational stress and strain of primary and secondary school teachers in South Africa*. Poster presented at the Annual Conference of the British Psychological Society, London, UK.
- Jackson, L.T.B. & Rothmann, S. (2004, August). *The psychometric properties of an adapted version of the Maslach Burnout Inventory*. Poster presented at the 28<sup>th</sup> International Congress Of Psychology, Beijing, China.
- Jackson, L.T.B. & Rothmann, S. (2004, July). *A model of work wellness of teachers in South Africa*. Poster presented at the 2<sup>nd</sup> European Positive Psychology Conference, Verbania Pallanza, Italy.
- Jackson, L.T.B. & Rothmann, S. (2004, March). *The psychometric properties of an adapted version of the Maslach Burnout Inventory – General Survey*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Jackson, L.T.B., Mostert, K. & Pienaar, J. (2004, March). *The measurement of burnout and work engagement of undergraduate students*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Jackson, L.T.B., Rothmann, S. & Barkhuizen, N. (2004, August). Stress and burnout of academic staff in higher education institution in South Africa. In S. Rothmann (Chair), *Stress, burnout and work engagement in higher education institutions*. Symposium conducted at the meeting of the 28<sup>th</sup> International Congress of Psychology, Beijing, China.
- Meiring, D. & Rothmann, S. (2004, August). *Bias of psychological tests in South Africa*. Paper presented at the XVII Congress of the International Association for Cross-Cultural Psychology, Xi'an, China.

- Möller, P. & Rothmann, S. (2004, March). *The implementation and evaluation of a behaviour-based safety intervention at Sishen Iron Ore mine*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Naudé, J.L.P. & Rothmann, S. (2004, April). *A causal model of burnout of emergency workers in South Africa*. Paper presented at the Annual Conference of the British Psychological Society, London, UK.
- Naudé, J.L.P. & Rothmann, S. (2004, August). Occupational stress of support staff in higher education institutions in South Africa. In S. Rothmann (Chair), *Stress, burnout and work engagement in higher education institutions*. Symposium conducted at the meeting of the 28<sup>th</sup> International Congress Of Psychology, Beijing, China.
- Naudé, J.L.P. & Rothmann, S. (2004, March). *Burnout of emergency health workers in Gauteng*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Naudé, J.L.P., Van Dyk, B & Rothmann, S. (2004, August). *The validation of the Maslach Burnout Inventory – General Survey for employees in a South African retail company*. Poster presented at the 28<sup>th</sup> International Congress Of Psychology, Beijing, China.
- Redelinghuys, F.J. & Rothmann, S. (2004, March). *Sense of coherence, coping, burnout and engagement of ministers*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Rothmann, S. & Cilliers, F.V.N. (2004, May). *Shifting the boundaries of knowledge: The contribution of industrial psychology*. Paper presented at the National Research Foundation Conference, Tshwane University of Technology, Pretoria.
- Rothmann, S. (2004, July). *Resilience in organizations*. In W.B. Schaufeli & M. Salanova (Chairs), Towards a truly Occupational Health Psychology. Symposium conducted at the meeting of the at the 2<sup>nd</sup> European Positive Psychology Conference, Verbania Pallanza, Italy.
- Rothmann, S., Louw, E.J. & Lesenyeho, D.L. (2004, March). *Expectations of and satisfaction with the South African Police Service in the North West Province*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Rothmann, S., Louw, E.J. & Makgala, D. (2004, March). *Occupational stress, job satisfaction and burnout in the South African Police Service*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Rothmann, S., Naudé, J.L.P. & Barkhuizen, N. (2004, March). *Burnout of support staff in a higher education institution in the North West Province*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Steyn, L., Rothmann, S. & Mostert, K. (2004, March). *Occupational stress and burnout in an electricity supply organisation*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.
- Tytherleigh, M., Van Rensburg, S., Mostert, K. & Rothmann, J.C. (2004, April). *Burnout and work engagement of nursing support staff in South Africa*. Poster presented at the Annual Conference of the British Psychological Society, London, UK.
- Van der Colff, J.J., Rothmann, J.C. & Rothmann, S. (2004, March). *Occupational stress of professional nurses in South Africa*. Paper presented at the 2<sup>nd</sup> South African Work Wellness Conference, Potchefstroom, South Africa.

## 2003

- Coetzee, S.C. & Rothmann, S. (2003, May). *Dispositional factors, experiences of team members and effectiveness in self-managed work groups*. Paper presented at the 15<sup>th</sup> Conference of the South African Institute for Management Scientists, Potchefstroom.
- Coetzee, S.C. & Rothmann, S. (2003, May). *Dispositional factors, experiences of team members and effectiveness in self-managed work groups*. Poster presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Fourie, L. & Rothmann, S. (2003, May). *Burnout of non-professional counsellors in the banking industry in South Africa*. Paper presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisbon, Portugal.

- Grobler, A. & Rothmann, S. (2003, May). *The organisational climate in the South African Police Services*. Paper presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Jackson, L.T.B. & Rothmann, S. (2003, June). *Burnout of teachers in the North-West Province*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Jackson, L.T.B. & Rothmann, S. (2003, May). *Burnout of teachers in South Africa*. Paper presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Kleyn, E., Rothmann, S., Louw, E.J. & Lesenyeho, D.L. (2003, June). *Expectations of and Satisfaction with the South African Police Service in the North West Province*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Kleyn, E., Rothmann, S., Louw, E.J. & Makgala, D. (2003, June). *Occupational stress, job satisfaction and burnout in the South African Police Service in the North West Province*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Meiring, D., Van de Vijver, A. & Rothmann, S. (2003, June). *Personality test no more controversial in South Africa: "Weeding out bias"*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Naude, J.L.P. & Rothmann, S. (2003, June). *The Maslach Burnout Inventory – Human Sciences Survey in the South African Emergency Service: A psychometric analysis*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Pienaar, J. & Rothmann, S. (2003, June). *Coping strategies in the South African Police Services*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Pienaar, J. & Rothmann, S. (2003, June). *Job stress in the South African Police Services*. Paper presented at the 15<sup>th</sup> Conference of the South African Institute for Management Scientists, Potchefstroom.
- Pienaar, J. & Rothmann, S. (2003, June). *Suicide ideation, stress and coping in the South African Police Service*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Pienaar, J. & Rothmann, S. (2003, May). *Factors related to suicide ideation in the South African Police Services*. Paper presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Rothmann, S. & Storm, K. (2003, May). *Engagement in the South African Police Services*. Poster session presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology. Lisbon, Portugal.
- Steyn, R. & Rothmann, S. (2003, May). *The evaluation of an outdoor experiential learning intervention*. Poster session presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology.
- Storm, K. & Rothmann, S. (2003, June). *A psychometric analysis of the Maslach Burnout Inventory – General Survey in the South African Police Service*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Storm, K. & Rothmann, S. (2003, June). *Burnout, stress and coping in the South African Police Service*. Paper presented at the 6<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Storm, K. & Rothmann, S. (2003, May). *Burnout in the South African Police Services*. Poster session presented at the 11<sup>th</sup> European Congress on Work and Organizational Psychology, Lisbon, Portugal.
- Storm, K. & Rothmann, S. (2003, September). *Work engagement, stress and coping in the South African Police Services*. Paper presented at the 15<sup>th</sup> Conference of the South African Institute for Management Scientists, Potchefstroom.

## 2002

- Basson, M.M. & Rothmann, S. (2002, March). *Burnout of pharmacists in a pharmacy group*. Poster presented at the 1<sup>st</sup> South African Burnout Conference, Potchefstroom.

- Coetzee, S.C. & Rothmann, S. (2002, June). *Dispositional factors, experiences of team members and effectiveness in self-managed work groups*. Poster session presented at the 5<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Coetzee, S.C., Rothmann, S. & Jackson, L.T.B. (2002, July). *Personality dispositions and effectiveness of self-managed work teams*. Poster session presented at the 25<sup>th</sup> International Conference of Applied Psychology, Singapore.
- Fourie, M. & Rothmann, S. (2002, March). *The relationship between sense of coherence, burnout, job satisfaction and job performance*. Poster presented at the 1<sup>st</sup> South African Burnout Conference, Potchefstroom.
- Jackson, L.T.B. & Rothmann, S. (2002, March). *Sense of coherence, self-efficacy, locus of control and burnout of teachers*. Paper presented at the 1<sup>st</sup> South African Burnout Conference, Potchefstroom.
- Jansen van Vuuren, J.A. & Rothmann, S. (2002, March). *Psychological strengths, coping and burnout of senior managers in a manufacturing industry*. Poster presented at the 1<sup>st</sup> South African Burnout Conference, Potchefstroom.
- Kruger, M.M., Veldman, H., Rothmann, S. & Jackson, L.T.B. (2002, July). *Sense of coherence, stress, burnout and job satisfaction in a local government in South Africa*. Paper presented at the 25<sup>th</sup> International Conference of Applied Psychology, Singapore.
- Malan, H.H. & Rothmann, S. (2002, March). *Psychological strengths and burnout of social workers in a welfare organisation*. Paper presented at the 1<sup>st</sup> South African Burnout Conference, Potchefstroom.
- Malan, M.M., Rothmann, J.C. & Rothmann, S. (2002, February). *Predicting burnout of pharmacists and pharmacist's assistants: The role of dispositional factors*. Poster presented at the 16<sup>th</sup> Annual SAAHIP Conference, Drakensberg.
- Malan, M.M., Rothmann, J.C. & Rothmann, S. (2002, March). *Burnout of pharmacists and pharmacist's assistants: The role of dispositional factors*. Poster presented at the 1<sup>st</sup> South African Burnout Conference, Potchefstroom.
- Pienaar, J., Rothmann, S. & Rothmann, J.C. (2002, July). *The evaluation of a self-development programme for managers in a corporate pharmacy group*. Poster session presented at the 5<sup>th</sup> International Conference on Life Long Learning in Pharmacy, Grahamstown.
- Pienaar, J., Rothmann, S. & Rothmann, J.C. (2002, October). *The evaluation of a self-development programme for managers in a corporate pharmacy group*. Paper presented at the 14<sup>th</sup> Conference of the South African Institute for Management Scientists, Pretoria.
- Rabie, S., Rothmann, S. & Rothmann, J.C. (2002, July). *The evaluation of a training programme in motivation for managers in a corporate pharmacy group*. Poster session presented at the 5<sup>th</sup> International Conference on Life Long Learning in Pharmacy, Grahamstown.
- Rothmann, J.C., Pienaar, J. & Rothmann, S. (2002, February). *Empowering managers in a pharmacy group: The effects of a self-development programme*. Poster presented at the 16<sup>th</sup> Annual SAAHIP Conference, Drakensberg.
- Rothmann, S. & Rothmann, J.C. (2002, June). *Personal effectiveness in the work place*. Workshop presented at the Annual Conference of the Health Professionals of Afrox, Magaliesburg.
- Rothmann, S. (2002, March). *Burnout research in South Africa*. Paper presented at the 1<sup>st</sup> South African Conference on Burnout, Potchefstroom.
- Rothmann, S., Malan, A.M. & Van Rensburg, S. (2002, February). *Personal survival*. Workshop presented at the 16<sup>th</sup> Annual SAAHIP Conference, Drakensberg.
- Rothmann, S., Meiring, D., Van der Walt, H.S. & Barrick, M. (2002, April). *Predicting job performance using personality measures in South Africa*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Toronto, Canada.
- Rothmann, S., Rothmann, J.C. & Scholtz, P.E. (2002, June). *The relationship between individual variables and work-related outcomes*. Paper presented at the 47<sup>th</sup> World Conference of the International Council for Small Business, San Juan, Puerto Rico.
- Rothmann, S., Scholtz, P.E., Sipsma, J. & Sipsma, L. (2002, February). *The relationship between personality preferences and emotional intelligence*. Paper presented at the 2<sup>nd</sup> International Conference of Tapestry of Gifts, Sandton.



- Scholtz, P.E., Rothmann, S., Sipsma, L. & Sipsma, J. (2002, June). *Personality preferences and emotional intelligence: Implications for small and medium-sized enterprises*. Paper presented at the 47<sup>th</sup> World Conference of the International Council for Small Business, San Juan, Puerto Rico.
- Steyn, R. & Rothmann, S. (2002, June). *The evaluation of an outdoor experiential learning intervention*. Paper presented at the 5<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Storm, K. & Rothmann, S. (2002, March). *The relationship between personality dimensions, coping and burnout of pharmacists in a corporate pharmacy group*. Paper presented at the 1<sup>st</sup> South African Conference on Burnout, Potchefstroom.
- Storm, K. & Rothmann, S. (2002, October). *The relationship between personality dimensions, coping and burnout in a pharmacy group*. Paper presented at the 14<sup>th</sup> Conference of the South African Institute for Management Scientists, Pretoria.
- Van der Bank, M. & Rothmann, S. (2002, April). *Dispositional factors and coping as predictors of expatriates' performance and desire to terminate the assignment*. Poster session presented at the 25<sup>th</sup> International Conference of Applied Psychology, Singapore.
- Van der Bank, M. & Rothmann, S. (2002, June). *Personality correlates of expatriates' performance and desire to terminate the assignment*. Paper presented at the 5<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Van der Walt, H.S., Meiring, D., Rothmann, S. & Barrick, M. (2002, June). *Meta-analysis of the relationship between personality measures and job performance in South Africa*. Paper presented at the 5<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- Van Rensburg, S., Rothmann, J.C. & Rothmann, S. (2002, February). *Career anchors of pharmacists: Implications for their career development*. Paper presented at the 16<sup>th</sup> Annual SAAHIP Conference, Drakensberg.
- Van Tonder, C.L. & Rothmann, S. (2002, July). *Sense of coherence and coping with change in South Africa*. Paper presented at the 25<sup>th</sup> International Conference of Applied Psychology, Singapore.

## 2001

- Basson, M.J. & Rothmann, S. (2001, June). *Sense of coherence, coping and burnout of pharmacists*. Paper presented at the 4<sup>th</sup> Annual Conference of the Society for Industrial Psychology, Pretoria.
- Basson, W.D., Basson, M.J., Rothmann, S. & Rothmann, J.C. (2001, March). *Sense of coherence, coping and burnout of pharmacists: Implications for competency development*. Paper presented at the 15<sup>th</sup> Conference of SAAHIP, Cape Town.
- Bornman, S., Basson, W.D., Rothmann, J.C. & Rothmann, S. (2001, March). *Burnout in pharmacists, interns and pharmacist's assistants: Is it a reality?* Paper presented at the 15<sup>th</sup> Conference of SAAHIP, Cape Town.
- Buys, T. & Rothmann, S. (2001, September). *The work ethics of employees within a chemical industry*. Poster session presented at the 13<sup>th</sup> Conference of the South African Institute for Management Scientists, Stellenbosch.
- Coetzer, E.P. & Rothmann, S. (2001, August). *The relationship between personality dimensions and job satisfaction*. Paper presented at the 4<sup>th</sup> Annual Conference of the Society for Industrial Psychology, Pretoria.
- Coetzer, E.P. & Rothmann, S. (2001, August). *The relationship between personality dimensions and job performance*. Paper presented at the 7<sup>th</sup> Annual PsySSA Conference, Johannesburg.
- Jackson, L.T.B. & Rothmann, S. (2001, May). *Sense of coherence, self-efficacy and locus of control as predictors of job satisfaction*. Poster session presented at the 10<sup>th</sup> European Congress on Work and Organizational Psychology, Prague, Czech Republic.
- Lemmer, D. & Rothmann, S. (2001, June). *Job specifications for patrol dog handlers in the South African Police Services*. Poster session presented at the 4<sup>th</sup> Annual Conference of the Society for Industrial Psychology, Pretoria.

- Rothmann, J.C. & Rothmann, S. (2001, April). *Pharmacists' personal effectiveness in the work place: Implications for competency development*. Paper presented at the 90<sup>th</sup> Annual Conference of the Saskatchewan Pharmaceutical Association, Regina, Canada.
- Rothmann, J.C. & Rothmann, S. (2001, May). *Factors impacting on African pharmacists' career development*. Paper presented at the 13<sup>th</sup> Annual Conference and General Meeting of the Botswana Pharmaceutical Association, Gaborone, Botswana.
- Rothmann, S. & Rothmann, J.C. (2001, April). *Survivor – Your place in the tribe: Enhancing personal effectiveness in the workplace*. Workshop presented at the 90<sup>th</sup> Annual Conference of the Saskatchewan Pharmaceutical Association, Regina, Canada.
- Rothmann, S. & Rothmann, J.C. (2001, May). *Developing pharmacists' competencies: The role of personality preferences*. Workshop presented at the 13<sup>th</sup> Annual Conference and General Meeting of the Botswana Pharmaceutical Association, Gaborone, Botswana.
- Rothmann, S. & Van Rensburg, P. (2001, June). *Psychological strengths, coping and suicide ideation in the South African Police Services in the North West Province*. Paper presented at the 4<sup>th</sup> Annual Conference of the Society for Industrial Psychology, Pretoria.
- Rothmann, S. & Van Rensburg, P. (2001, May). *Correlates of suicide ideation in the South African Police Services*. Poster session presented at the 13<sup>th</sup> Conference of the South African Institute for Management Sciences, Stellenbosch.
- Rothmann, S. & Van Rensburg, P. (2001, May). *Suicide ideation in the South African Police Services*. Paper presented at the 10<sup>th</sup> European Congress on Work and Organizational Psychology, Prague, Czech Republic.
- Rothmann, S. & Van Rensburg, P. (2001, September). *Correlates of suicide ideation in the South African Police Services*. Poster session presented at the 13<sup>th</sup> Conference of the South African Institute for Management Scientists, Stellenbosch.
- Rothmann, S., Rothmann, J.C. & Malan, M.M. (2001, August). *Sense of coherence, coping and burnout of pharmacists and pharmacist's assistants*. Paper presented at the 7<sup>th</sup> Annual PsySSA Conference, Johannesburg.
- Rothmann, S., Sipsma, J., Sipsma, L. & Scholtz, P.E. (2001, June). *The relationship between personality preferences and emotional intelligence of postgraduate management students*. Paper presented at the 4<sup>th</sup> Annual Conference of the Society for Industrial Psychology, Pretoria.
- Van Rensburg, S.C., Rothmann, S. & Rothmann, J.C. (2001, September). *The relationship between personality characteristics and career anchors*. Poster presented at the 13<sup>th</sup> Conference of the South African Institute for Management Sciences, Stellenbosch.
- Viljoen, J.P. & Rothmann, S. (2001, May). *Personnel at a tertiary education institution's experiences of organizational transformation*. Poster session presented at the 10<sup>th</sup> European Congress on Work and Organizational Psychology, Prague, Czech Republic.
- Wissing, M.P., Du Toit, M. & Rothmann, S. (2001, September). *Faktore wat die navorsingsproduktiwiteit van universiteitspersoneel beïnvloed*. Referaat gelewer by die 13 de

## 2000

- Basson, W.D., Rothmann, J.C. & Rothmann, S. (2000, August). *Personality preferences of pharmacy students and lecturers*. Poster presented at 60<sup>th</sup> International FIP Conference, Vienna, Austria.
- Basson, W.D., Rothmann, S. & Rothmann, J.C. (2000, March). *The personality preferences of pharmacy students and lecturers at a pharmacy school*. Poster 14<sup>th</sup> annual conference of the South African Association of Hospital and Institutional Pharmacists, Rustenburg.
- Els, D., Linde L. & Rothmann, S. (2000, August). *The development of locus of control of employees in a financial institution*. Paper presented at the 6<sup>th</sup> Annual PsySSA Conference, Johannesburg.
- Möller, J.S., Rothmann, S., Coetzer, E.P. & Rothmann, J.C. (2000, October). *Correlates of pharmacists' job satisfaction and job performance*. Poster presented at the 4<sup>th</sup> International Conference on Pharmaceutical Competence, Ottawa, Canada.

- Naude, J.L.P. & Rothmann, S. (2000, August). *Psychological strengths and job satisfaction of representatives in the fertilizer industry*. Paper presented at the 6<sup>th</sup> PsySSA Conference, Johannesburg.
- Pretorius, M. & Rothmann, S. (2000, Oktober). *Koherensiesin, selfdoeltreffendheid, lokus van beheer en werkstevredenheid by werknemers in 'n finansiële instelling*. Referaat gelewer by die 12de jaarlikse SAIBW-kongres, Pretoria.
- Rothmann, J.C. & Rothmann, S. (2000, October). *Health and competence promotion of pharmacists: A fortigenic perspective*. Paper presented at the 4<sup>th</sup> International Conference on Pharmaceutical Competence, Ottawa, Canada.
- Rothmann, J.C., Rothmann, S., Van Rensburg, S. & Malan, A.M. (2000, October). *Linking personality preferences, career anchors and job satisfaction to pharmacist development*. Poster presented at the 4<sup>th</sup> International Conference on Pharmaceutical Competence, Ottawa, Canada.
- Rothmann, S. (2000, July). *Sense of coherence, locus of control, self-efficacy and job satisfaction*. Paper presented at the 27<sup>th</sup> International Congress of Psychology. Stockholm, Sweden.
- Rothmann, S., Rothmann, J.C., Basson, W.D. (2000, October). *Developing competencies in pharmacy students: The effects of temperament types*. Poster presented at the 4<sup>th</sup> International Conference on Pharmaceutical Competence, Ottawa, Canada.
- Sipsma, J. & Rothmann, S. (2000, October). *Personality preferences and team effectiveness of business students*. Paper presented at the 12<sup>th</sup> Annual SAIMS Congress, Pretoria.
- Strydom, A. & Rothmann, S. (2000, Oktober). *Die bepaling van leierskapsbevoegdhede in die verpleegberoep: 'n Fenomenologiese studie*. Referaat gelewer by die 12de jaarlikse SAIBW-kongres, Pretoria.

## 1999

- Coetzee, S.C. & Rothmann, S. (1999, July). *Sense of coherence, learned resourcefulness and job satisfaction*. Paper presented at the 5<sup>th</sup> UIPsyS Africa Regional/ PsySSA Conference, Durban.
- Fouche, W. & Rothmann, S. (1999, July). *The reliability and validity of the Personal Orientation Inventory*. Paper presented at the 5<sup>th</sup> UIPsyS Africa Regional/ PsySSA Conference, Durban.
- Rothmann, S., Theron, N., Coetzee, S. & Fouche, W. (1999, July). *Comparing the personality preferences of business students and their lecturers*. Paper presented at the 5<sup>th</sup> UIPsyS Africa Regional/ PsySSA Conference, Durban.

## 1996

- Rothmann, S. (1996, September). *Die samestelling en evaluering van 'n groepfasiliteringskursus*. Paper presented at the 2<sup>nd</sup> PsySSA Conference, Johannesburg.

## 5 MASTER'S AND DOCTORAL STUDENTS

### 5.1 Completed master's degrees (Total = 138)

Surname and Initials	Degree	University	Year	Title	Role
Agathagelou, A.M.	MA	PU vir CHO	1999	Die verband tussen lokus van beheer en werkstevredenheid binne die Suid-Afrikaanse Polisiediens	Supervisor
Badenhorst, C.	MA	NWU	2015	Supervisor relations, psychological need satisfaction, work engagement and intention to leave	Supervisor
Badenhorst, K.	MA	PU vir CHO	1999	Die betroubaarheid en geldigheid van die Sosiale Vaardigheidsvraelys vir universiteitstudente	Supervisor
Barkhuizen, D.	MA	NWU	2006	The antecedents of work engagement in a chemical industry	Supervisor
Barnard, A.	MA	NWU	2006	The cross-cultural application of the Social Axioms Survey in the South African Police Service	Supervisor
Barnard, I.	M.Com	PU vir CHO	2000	The development of roles, competencies and outcomes for Education, Training and Development facilitators in the textile industry	Supervisor
Basson, M.	M.Sc	PU vir CHO	2001	Sense of coherence, coping and burnout of pharmacists in a corporate pharmacy group	Supervisor
Basson, W.D.	M.Pharm	PU vir CHO	1999	Pharmacy students' personality preferences and perception of pharmacy education and practice.	Co-supervisor
Baumann, C.	MA	UNAM	2012	Work-life balance and well-being at a uranium mine in Namibia	Supervisor
Bekker, J.	M.Com	PU vir CHO	2002	Expectations of the South African Police in the Potchefstroom area of the North West Province	Supervisor
Bekker, Y.	MA	PU vir CHO	2002	Expectations of the South African Police in the Klerksdorp area of the North West Province	Supervisor
Bester, A.	M.Com	North-West University	2008	The establishment of implicit perspectives of personality among Afrikaans speaking people in South Africa	Supervisor
Beukes, CU	MA	University of Namibia	2011	Self-perceived obstacles that hinder street level sex workers in Windhoek to break with the sex industry	Supervisor
Byleveldt, T.A.	MA	University of Namibia	2013	Exploring the well-being of caregivers of a family member with Down syndrome	Supervisor
Bezuidenhout, J.H.C.	MA	North-West University	2006	The psychometric properties of the COPE in selected South African organisations	Supervisor
Booyesen, M.	M.Com	PU vir CHO	2002	Coping, stress and suicide ideation in the South African Police Services in Mpumalanga.	Supervisor
Bornman, S.	M.Pharm	PU vir CHO	2001	Burnout of pharmacists and pharmacist's assistants in a corporate pharmacy group	Co-supervisor
Botha, A.H.	MA	PU vir CHO	1997	Die houding van opleidingseenhede van die Noordwes-Kommandement teenoor die Heropbou- en Ontwikkelingsprogram	Supervisor
Botha, S.P.	M.Com	PU vir CHO	1999	Die organisasiekultuur van 'n ysterertsmyn	Supervisor
Brummer, E.	MA	PU vir CHO	1995	Intra- en interpersoonlike effektiwiteit van verpleegdosente	Supervisor
Burger, P.F.	MA	PU vir CHO	1997	Die voorspelling van die prestasie-motief met behulp van die 16PF	Supervisor
Buys, T.	MA	PU vir CHO	2000	Die werksetiek van werknemers binne 'n chemiese nywerheid	Supervisor
Campbell, C.	MA	PU vir CHO	2004	Burnout in a customer service environment	Supervisor

Carson, H.	MA	North-West University	2008	The relationship between management styles and practices and experienced organisational climate	Supervisor
Clarke, A.	MA	PU vir CHO	1997	Die bestuursmotivering van werknemers in 'n semistaatorganisasie	Supervisor
Coetzee, S.C.	MA	PU vir CHO	1998	Aangeleerde vernuf, koherensiesin en werks-tevredenheid by werknemers in die suiwelbedryf	Supervisor
Coetzee, W.J.L.	MA	PU vir CHO	1994	Posbeskrywings vir hoofde van Parke en Rekreasie by plaaslike Owerhede in die PWV-gebied	Supervisor
Coetzer, M.F.	M.Com	North-West University	2006	Work-related well-being of employees in the manufacturing industry	Supervisor
Coetzer, E.P.	M.Com	PU vir CHO	2000	Die verband tussen die vyffaktor-persoonlikheidsdimensies, werksprestasie en werkstevredenheid	Supervisor
Combrinck, J.	MA	NWU	2005	The validation of an organisational climate questionnaire in a corporate pharmacy group	Supervisor
Cornelissen, M.	M.Com	PU vir CHO	2001	Die evaluerende van 'n opleidingsprogram in fasilitering vir avontuurinstruktors	Supervisor
De Beer, L.T.	M.Com	NWU	2007	The establishment of implicit perspectives of personality among Ndebele speaking people in South Africa	Supervisor
De Beer, M.	M.Com	PU vir CHO	1992	Die evaluerende van 'n afrigtingskursus binne 'n Chemiese Bedryf	Supervisor
De Bruin, E.	MA	PU vir CHO	2004	Retail employees' experiences of organisational culture	Supervisor
De Coning, J.	M.Com	NWU	2016	Does good pay compensate for a dissatisfying job? The relationship between wage practices, job satisfaction and life satisfaction	Co-supervisor
De Crom, E.P.	MA	NWU		Person-environment fit, work beliefs, meaningfulness, and engagement of individuals working in nature	Supervisor
De Jager, H.	MA	PU vir CHO	2004	Burnout, engagement and stress of medical practitioners	Supervisor
De Jager, L.M.	MA	PU vir CHO	2002	Personality traits, coping, stress, burnout and engagement in the South African Police Services in Gauteng	Supervisor
Du Toit, A.	MA	PU vir CHO	1992	Die verband tussen die persoonlikheids-voorkeure en loopbaanankers van 'n groep bestuurders	Supervisor
Ehlers, W.	MA	PU vir CHO	2002	Middelvlakbestuurders in 'n staalbedryf se persepsies van 'n leerende onderneming	Co-supervisor
Ekkerd, J.	MA	North-West University	2004	The validation of the Perceived Wellness Survey in the South African Police Service	Supervisor
Els, C.J.	MA	PU vir CHO	1987	'n Psigometriese validasie van 'n makker-beoordelingstelsel	Supervisor
Els, M.	MA	PU vir CHO	1989	Die verband tussen werkstevredenheid en persoon-omgewingintegrasie	Supervisor
Esterhuizen, E.	M.Com	PU vir CHO	1997	Die validering van 'n keuringsbattery vir sekuriteitsbeamptes in die goudmynbedryf	Supervisor
Ferreira, R.	MA	North-West University	2009	Work engagement in a financial institution	Supervisor
Fouche, E.	MA	PU vir CHO	1999	Takbestuurders in Senwes Beperk se coping met verandering: 'n Fortigene benadering	Supervisor
Fouche, W.	M.Com	PU vir CHO	1998	Die betroubaarheid en geldigheid van die POI vir universiteitstudente	Supervisor

Fourie, M.	M.Com	PU vir CHO	2001	The relationship between sense of coherence, burnout, job satisfaction and job performance in a corporate pharmacy group	Supervisor
Geyser, J.	M.Com	PU vir CHO	1999	Lokus van beheer, koherensiesin en werks-tevredenheid by werknemers in 'n staats-hospitaal	Co-supervisor
Griep, Y.	MA	KU Leuven	2012	Psychological dimensions of unemployment: A gender comparison between Belgian and South African unemployed	Co-supervisor
Grove, S.	MA	North-West University	2006	The establishment of implicit perspectives of personality among Sesotho speaking people in South Africa	Supervisor
Gustafson, L.	M.Com	PU vir CHO	2000	Copingstrategieë van regsmediese assistente binne die SAPD	Supervisor
Hamukangandu, L.M.	MA	UNAM	2013	Meaning of work and work engagement among educators in Choma district, Zambia	Supervisor
Hancke, M.	MA	PU vir CHO	2000	Die organisasiekultuur van 'n Suid-Afrikaanse Polisiediensstasie	Supervisor
Herbst, D.	MA	PU vir CHO	1999	Die betroubaarheid en geldigheid van die Potensiaalindeksbattery in die Suid-Afrikaanse Polisiediens in Kwazulu-Natal	Supervisor
Human, L.H.	MA	PU vir CHO	1999	Voorligtingsielkunde-studente se beleving van toubane as avontuurgebaseerde medium: 'n Kwalitatiewe studie	Co-supervisor
Jackson, L.T.B.	MA	PU vir CHO	2001	Sense of coherence, self-efficacy and locus of control as predictors of job satisfaction	Supervisor
Jacobsz, J.M.	MA	North-West University	2007	Forces in the merging of universities: A case study	Supervisor
Janse van Vuuren, J.A.	M.Com	PU vir CHO	2001	The relationship between psychological strengths, coping and burnout of senior managers in a manufacturing industry.	Supervisor
Jonker, B.E.	MA	North-West University	2005	The reliability and validity of the Personality Characteristics Inventory for trainees in the South African Police Services	Supervisor
Jordaan, G.M.E.	MA	North-West University	2006	Work engagement of academic staff in higher education institutions in South Africa	Supervisor
Jorgensen, L.I.	MA	PU vir CHO	1996	Die evaluering van 'n opleidingsprogram t.o.v. interpersoonlike doeltreffendheid binne die SAPD-Opleidingscollege	Supervisor
Joubert, J.H.M.	M.Com	North-West University	2004	Job characteristics, engagement, burnout and organisational commitment of management staff in a platinum mine in the North West Province	Supervisor
Kangunga, N.	MA	UNAM	2013	The development and evaluation of a self-management training programme for public servants in the Ministry of Education in Namibia	Supervisor
Kilian, L.	MA	North-West University	2006	The establishment of implicit perspectives of personality among Sesotho speaking people in South Africa	Supervisor
Kleyn, E.	M.Sc	PU vir CHO	2002	Expectations of the South African Police in the Rustenburg area of the North West Province	Supervisor
Kloppers, L.	MA	PU vir CHO	2001	The relationship between personality dimensions, coping and burnout in a tertiary education institution	Supervisor
Kotze, A.	MA	PU vir CHO	2001	Selfmoorddenkbeeldvorming in die Suid-Afrikaanse Polisiediens in die Noordwes-Provinsie	Supervisor

Labuschagne, A.	M.Com	PU vir CHO	1999	Die werksmotivering van verpleegkundiges binne 'n privaathospitaal: 'n Fenomenologiese studie	Supervisor
Landman, J.	M.Com	PU vir CHO	1999	Die verband tussen persoonlikheid en organisasiekultuur	Supervisor
Lange, S.	MA	UNAM	2013	The evaluation of a development programme directed at the trait emotional intelligence of employees of the Ministry of Justice in Namibia	Supervisor
Le Roux, C.H.	M.Com	North-West University		The idiosyncratic deal of employees and work outcomes at an academic institution	Supervisor
Lemmer, D.	MA	PU vir CHO	2000	Die bevoegdheidsprofiel van 'n patrolliehond-begeleider by honde-eenhede van die SAPD	Supervisor
Lesenyeho, D.L.	MA	North-West University	2004	Attitudes towards community policing in the Mmabatho Area	Supervisor
Lesoro, S.	MA	North-West University	2008	Wellness of train drivers in a railway transportation industry	Supervisor
Letsi, D.	MA	North-West University	2008	Experiences of unemployment in the North West Province	Supervisor
Liebenberg, C.	MA	PU vir CHO	2002	Uitbranding en begeestering van kleinhandel-aptekers in die Noordwes-Provinsie	Supervisor
Linde, L.	M.Com	PU vir CHO	1998	Die loopbaanbeleving van senior bestuurders binne ESKOM	Co-supervisor
Lochner, H.D.	M.Com	PU vir CHO	2000	Die verband tussen psigologiese kragte en werkstevredenheid in 'n vervaardigingsbedryf	Supervisor
Louw, A.	M.Com	PU vir CHO	1999	Die bepaling van organisasiekultuur in 'n chemiese bedryf: 'n Fenomenologiese studie	Supervisor
Malan, H.H.	MA	PU vir CHO	2001	Koherensiesin, selfdoeltreffendheid, lokus van beheer en uitbranding by maatskaplike werkers in 'n welsynsorganisasie	Supervisor
Marais, C.	MA	PU vir CHO	2002	Expectations of the South African Police in the Orkney area of the North West Province	Supervisor
Marais, L.	MA	PU vir CHO	2001	Post-retrenchment experiences of employees in an insurance company	Supervisor
Maritz, Y.	MA	UNAM	2013	Exploring help-seeking behaviour in Namibian public servants	Supervisor
Meyer, R.	M.Com	PU vir CHO	2002	Personality dimensions, coping, stress and suicide ideation in the South African Police Services in the Eastern-Cape.	Supervisor
Mokhethi, J.	MA	North-West University	2006	The psychological well-being of HIV/Aids infected persons in the workplace.	Supervisor
Moller, M.	M.Com	North-West University	2018	Mental health and individual organisational outcomes of managers in the agricultural sector: A latent profile analysis	Supervisor
Muller, Y.	MA	North-West University	2004	Sense of coherence and employees experiences of helping and restraining factors in the work environment	Supervisor
Naidoo, R.	M.Tech	VUT	2009	Job demands and resources associated with female entrepreneurs of small fashion businesses in the Vaal Region.	Supervisor
Naude, J.L.P.	MA	PU vir CHO	1999	Psigologiese kragte en werkstevredenheid van bemarkers in die kunsmisbedryf	Supervisor
Nell, W.	MA	NWU	2014	Hope , as mediator between , religiosity and subjective well-being of students	Supervisor
Niemann, C.	M.Com	NWU	2019	Mental health of South African industrial psychologists: Results of a latent profile analysis	Co-supervisor
Nortje, C.F.	MA	PU vir CHO	2003	Burnout, job stress and coping in the South African Police Service in the Limpopo Province	Assistant-leader

Ntsieni, R.T.	MA	North-West University	2006	The establishment of implicit perspectives of personality among Venda speaking people in South Africa	Supervisor
Nyscchen, R.	MA	PU vir CHO	2000	Die verband tussen lokus van beheer en werksprestasie	Supervisor
Niemand, Y.	MA	North-West University	2008	The evaluation of the dual-process model of work-related well-being in a chemical organisation	Supervisor
Olivier, M.	MA	PU vir CHO	1999	Die stimulering van 'n interne lokus van beheer by werknemers in 'n vervaardigingsbedryf	Supervisor
Olivier, A.	MA	North-West University	2006	Psychological conditions that mediate between job demands and resources, and work engagement.	Supervisor
Olivier, E.	MA	North-West University	2006	Task characteristics, burnout, health and life satisfaction of support staff in a Higher Education Institution	Supervisor
Perstling, M.	MA	UNAM	2011	The well-being of social workers in Namibia	Supervisor
Pienaar, J.	MA	PU vir CHO	2001	The evaluation of a self-development programme for managers in a corporate pharmacy group	Supervisor
Pienaar, J.	MSc	PU vir CHO	1996	Die evaluering van die kursus in Toesighouer Interpersoonlike Vaardighede by hoofklerke in diens van Spoornet	Supervisor
Pieterse, J.	M.Com	North-West University	2006	Work-related well-being in Sector Education Training Authorities	Supervisor
Pilz Edler von Wernhof, A.	M.Com	PU vir CHO	1997	The evaluation of a training programme in group facilitation at a tertiary education institution	Supervisor
Pretorius, J.	MA	PU vir CHO	2002	Expectations of the South African Police in the Brits area of the North West Province	Supervisor
Pretorius, M.	M.Com	PU vir CHO	1999	Koherensiesin, selfdoeltreffendheid, lokus van beheer en werkstevredenheid by werknemers binne 'n finansiële instelling	Supervisor
Rabie, G.H.	MA	North-West University	2004	Experiences of work and life circumstances, burnout, work engagement and performance among military nursing students in Gauteng	Supervisor
Rabie, S.	M.Com	PU vir CHO	2001	The compilation and evaluation of a training programme in motivation for managers in a corporate pharmacy group	Supervisor
Ratshivhombela, Q.	MA	North-West University	2003	Burnout and work engagement of employees in a manufacturing industry	Supervisor
Raubenheimer B.	M.Com	PU vir CHO	1998	Coping in die Suid-Afrikaanse Geheime Diens: 'n Fortigene benadering	Supervisor
Rawlins, R.	M.Com	PU vir CHO	1999	Verwagtinge en persepsies van dienslewering binne 'n kleinhandelgroep.	Supervisor
Redelinghuys, F.J.	MA	PU vir CHO	2003	Koherensiesin, coping, uitbranding en begeestering in die bediening	Supervisor
Salvador, C.	M.Com	North-West University	2002	The relationship between burnout, engagement and irrational cognitions within a Manganese processing industry	Supervisor
Soni, T.	MA	PU vir CHO	2003	The relationship between the big five personality dimensions and job satisfaction in a petro-chemical industry	Supervisor
Steyn, L.J.	M.Com	PU vir CHO	2004	Sense of coherence, coping and burnout in an electricity supply organisation	Supervisor
Storm, K.	M.Com	PU vir CHO	2001	The relationship between the five factor personality dimensions, coping and burnout in 'n corporate pharmacy group	Supervisor



Strauss, L.	MA	PU vir CHO	2002	Coping, stress and suicide ideation in the South African Police Services in Kwazulu/Natal.	Supervisor
Struwig, H.	MA	PU vir CHO	2003	Transference and counter-transference	Supervisor
Strydom, A.C.	MA	PU vir CHO	1999	Die bepaling van leierskapsbevoegdhede in die verpleegberoep: 'n Fenomenologiese studie	Supervisor
Strydom, G.	MA	PU vir CHO	1999	Selfmoordgeneigdheid: 'n Bedryfsielkundige ondersoek binne die Suid-Afrikaanse Polisie diens in die Noordwes-Provinsie	Supervisor
Strydom, M.	MA	North-West University	2006	A psychometric evaluation of the Job Demands-Resources Scale in South Africa	Supervisor
Strydom, P.	M.Com	PU vir CHO	2000	Die verband tussen koherensiesin, selfdoeltreffendheid, lokus van beheer en werksprestasie in 'n metaalraffinadery	Supervisor
Swanepoel, C.M.	MA	North-West University	2006	The establishment of implicit perspectives of personality among Tsonga speaking people in South Africa	Supervisor
Terblanche, M.	MA	PU vir CHO	1999	Psychological strengths and job performance of marketers in the fertiliser industry	Supervisor
Uys, M.	MA	NWU	2008	The establishment of implicit perspectives of personality among Sepedi speaking people in South Africa	Supervisor
Van Aardt, E.C.	MA	PU vir CHO	1999	Die evaluering van 'n ontwikkelingsprogram t.o.v. fasilitering aan 'n tersiêre inrigting	Supervisor
Van der Bank, M.	M.Com.	PU vir CHO	2002	Dispositional factors and coping as predictors of expatriates' performance and desire to terminate the assignment	Supervisor
Van der Heever, E.E.	MA	PU vir CHO	1994	Die profiel van die suksesvolle student-verpleegkundige	Supervisor
Van der Merwe, A.	MA	PU vir CHO	2002	Persoonlikheidskenmerke, coping, stres en selfmoorddenkbeeldvorming in die Suid-Afrikaanse Polisie diens in die Vrystaat	Supervisor
Van der Merwe, L.	M.Com	PU vir CHO	1998	Die evaluering van 'n opleidingsprogram in fasilitering aan 'n tersiêre inrigting	Supervisor
Van der Merwe, M.	M.Com	PU vir CHO	2004	Locus of control, coping and burnout of working post-graduate students	Supervisor
Van der Walt, M.J.R.	MA	North-West University	2008	Shift work, energy at work and identification with work.	Supervisor
Van Hoek, J.G.	M.Com	PU vir CHO	1997	Organisasiekultuur in die inligtingstechnologie-bedryf	Supervisor
Van Rensburg, J.	MA	North-West University	2008	The establishment of implicit perspectives of personality among Zulu speaking people in South Africa	Supervisor
Van Rensburg, S.	M.Com	PU vir CHO	2001	The relationship between personality preferences, personality dimensions and career anchors of pharmacists	Supervisor
Van Rooyen, D.J.	M.Com	PU vir CHO	1999	Die bepaling van organisasiekultuur in 'n hoë tegnologie organisasie	Supervisor
Van Rooyen, P.G.A.	MA	PU vir CHO	1996	Die kultuur van 'n organisasie in die staalbedryf	Supervisor
Van Wyk, A.	M.Com	North-West University	2008	Work wellness, absenteeism and productivity in a call centre in the insurance industry	Supervisor
Van Zyl, L.	M.Com	North-West University	2009	Work-role fit, meaningfulness and engagement of industrial/organisational psychologists in South Africa	Co-supervisor

Viljoen, P.	MA	PU vir CHO	2000	Personeel se belewing van transformasie binne 'n satelietkampus van 'n teknikon	Supervisor
Vleugels, W.	MA	KU Leuven	2012	A psychological approach of unemployment: Are differences between Belgian and South African unemployed mediated by financial hardship?	Co-supervisor
Vorster, A.	MA	PU vir CHO	2004	A theoretical framework for the implementation of virtual teams	Supervisor
Weaver, C.G.	MA	PU vir CHO	1997	The career expectations of students in industrial psychology and human resource practitioners: a comparative study	Supervisor
Welsh, C.	MA	Unam	2012	Employee engagement in selected organisations in the Windhoek area of Namibia	Supervisor
Welthagen, C.	MA	North-West University	2005	The psychometric properties of an adapted version of the Schwartz Values Instrument in South Africa	Supervisor
Wiese, L.	MA	PU vir CHO	1997	Coping, stress, burnout and engagement in the SAPS in Kwazulu-Natal	Supervisor

## 5.2 Current master's degrees

Student	Proposal	Title	Role
Erasmus, F.	2017	Adolescent academic boredom: Exploring the role of teachers	Co-supervisor

## 5.3 Completed PhD-students (Total = 41)

Surname and Initials	Degree	University	Year	Title	Role
Amunkete, S.L.N.	PhD	North-West University		Psychological capital in Namibian state-owned enterprises: Measurement, antecedents and outcomes	Promoter
Barkhuizen, N.	PhD	North-West University	2005	Work wellness of academics in higher education institutions in South Africa	Promoter
Boemah, K.	PhD	North-West University	2006	Work wellness in a government organisation in South Africa	Promoter
Basson, M.J.	PhD	North-West University	2016	Pathways to flourishing of pharmacy students	Promoter
Buys, C.	PhD	North-West University	2008	Well-being of ministers in the Reformed Church	Promoter
Meiring, D.	PhD	Tilburg University	2006	Internal and external bias of the 16PF in South Africa	Co-promoter
Buitendach, J.H.	PhD	North-West University	2005	Job insecurity and job satisfaction in selected organisations in South Africa	Promoter
Coetzee, S.C.	PhD	North-West University	2004	Dispositional factors, experiences of team members and effectiveness in self-managing work teams	Promoter
Coetzer, W.J.	PhD	North-West University	2004	Job demands, job resources, burnout and engagement in an insurance company	Promoter
Diedericks, E.	PhD	North-West University	2012	Flourishing of employees in the information technology industry in South Africa	Promoter
Dreyer, S.	PhD	North-West University	2004	Work wellness in a tertiary education institution.	Promoter
Du Toit, M.	PhD	North-West University/KU Leuven	2018	Unemployment: A qualitative exploration of the role of conventions, coping and motivation	Co-promoter

Erasmus, E.	PhD	North-West University	2014	Technology acceptance, psychological attachment, technostress, burnout and engagement of sap users in the South African information technology industry.	Co-promoter
Fouche, E.	PhD	North-West University	2016	Well-being of teachers in secondary public schools in the North West Province: A multilevel study	Promoter
Fourie, L.H.	PhD	North-West University	2004	Burnout and engagement of non-professional counsellors in South Africa	Promoter
Geldenhuys, M.	PhD	North-West University	2007	Job demands, job resources and work engagement: A diary study	Promoter
Grobler, A.	PhD	PU vir CHO	2003	Disposisionele faktore, organisasieklimaat en integriteit in die Suid-Afrikaanse Polisiediens	Promoter
Heyns, M.	PhD	North-West University	2016	Trust within the work context: Conceptualisation, measurement and outcomes	Promoter
Jackson, L.T.B.	PhD	North-West University	2004	Burnout and engagement of teachers: A cross-cultural study	Promoter
Janik, M	PhD	University of Namibia	2013	Psychological well-being of teachers in secondary schools in selected educational regions in Namibia	Promoter
Janse van Rensburg, C.	PhD	North-West University	2014	Flourishing of academics in universities of technology	Promoter
Jorgensen, L.	PhD	North-West University	2006	The evaluation of a work wellness intervention in a high risk unit of the South African Police Service	Promoter
Keyser, E.	PhD	North-West University	2010	The changing employment relationship in the chemical industry: the role of the employment- and psychological contract	Promoter
Mahomed, F.	PhD	North-West University		Thriving in a higher education institution: A strengths-based approach	Promoter
Malan, A.M.	PhD	North-West University	2002	Burnout and engagement of hospital pharmacists in South Africa	Promoter
Marais-Opperman, V.	PhD	North-West University	2019	Stress, perceived personal control, coping strategies and psychosocial well-being of teachers	Co-promoter
Marques, L.	PhD	University of Namibia	2013	Occupational stress and psychological wellbeing of staff members of higher education institutions in Namibia	Promoter
Melato, S.	PhD	North-West University	2015	Exploring psychosocial well-being in a group of marginalized African youth	Promoter
Mohoje, P.R.	PhD	North-West University	2006	Occupational stress, burnout and work engagement in the Department of Correctional Services in South Africa	Promoter
Mokgele, K.R.F.	PhD	North-West University	2015	Study demands, study resources and well-being of students at a higher educational institution	Promoter
Malan, M.M.	PhD	North-West University	2005	Burnout and engagement of engineers in South Africa	Promoter
Moller, P.	PhD	North-West University	2004	The implementation and evaluation of a behaviour based safety intervention at Sishen Iron Ore Mine	Promoter
Naudé, J.L.P.	PhD	PU vir CHO	2003	Job demands, job resources and their relationship with burnout and engagement of emergency workers in South Africa	Promoter
Nel, J.A.	PhD	North-West University	2008	Uncovering personality dimensions in eleven different language groups in South Africa: An exploratory study	Co-promoter

Orpen-Lyall, M.	PhD	North-West University	2008	The development and evaluation of a stress resilience programme	Promoter
Palo, J.	PhD	North-West University	2016	Employee engagement and psychological capital in a South African platinum mining company	Promoter
Paver, R.	PhD	North-West University	2019	Vocational interventions for the unemployed	Co-promoter
Phale, M.M.	PhD	North-West University	2008	Work-related well-being of employees within a government department: A longitudinal study	Promoter
Pienaar, J.	PhD	PU vir CHO	2002	Personality dimensions, coping, stress and suicide ideation in the South African Police Services.	Promoter
Pieterse, H.	PhD	North-West University	2007	Work wellness and performance of human resource professionals	Promoter
Rautenbach, C.	PhD	North-West University	2016	Flourishing of employees in a fast moving consumable goods environment	Promoter
Redelinghuys, K.	PhD	North-West University	2015	Flourishing of teachers in secondary schools	Promoter
Ross, D.	PhD	North-West University	2010	Organisational climate, organisational practices, and service delivery in a local government	Promoter
Rossouw, E.	PhD	North-West University	2019	Flourishing of judges in South Africa	Promoter
Scholtz, L.	PhD	North-West University	2004	Waardes, houdings, identiteitsbelevensisse en organisasie-uitkomst in die Suid-Afrikaanse Polisie diens	Promoter
Setati, S.	PhD	North-West University	2009	Job insecurity, job satisfaction and psychological well-being in a higher education institution after a merger.	Co-promoter
Smit, S.	PhD	North-West University	2008	Work wellness in a chemical industry	Promoter
Stander, E.	PhD	North-West University	2015	Entering the zone: A positive psychological framework for the achievement of flow amongst athletes	Promoter
Stander, M.W.	PhD	North-West University	2007	Psychological empowerment, job insecurity and wellness of employees in Gauteng	Promoter
Steyn, R.	PhD	PU vir CHO	2001	Die ontwerp en evaluering van 'n buitenuurse ervaringsleerreeks	Promoter
Storm, K.	PhD	PU vir CHO	2002	Burnout and engagement in the South African Police Services: A meta-analysis	Promoter
Strydom, W.	PhD	PU vir CHO	1999	Die samestelling en evaluering van 'n bestuurs-ontwikkelingsprogram binne 'n Suid-Afrikaanse landboumaatskappy	Promoter
Swart, J.P.	PhD	North-West University	2012	Antecedents and outcomes of happiness of managers in the agricultural sector in South Africa	Promoter
Van der Colff, J.J.	PhD	North-West University	2006	Causal models of burnout and engagement in professional nurses	Promoter
Van der Bank, M.	PhD	North-West University	2005	Dispositional factors, coping and stress as predictors of expatriates' adjustment and desire to terminate the assignment	Promoter
Van der Vaart, L.	PhD	NWU/KU Leuven	2018	Well-being, attitudes, behaviours and motivation of unemployed people	Co-promoter
Van Rensburg, A.	PhD	North-West University	2015	Towards a model of ecological resilience within a sample of black South African youth.	Co-promoter
Van Schalkwyk, L.	PhD	North-West University	2007	Wellness in a chemical industry in South Africa	Promoter

Van Zyl, L.	PhD	North-West University	2012	The development and evaluation of positive psychological interventions aimed at happiness	Promoter
Visser, W.	PhD	North-West University	2007	Burnout, work engagement, job characteristics and personality dispositions of call centre staff	Promoter
Williams, S.	PhD	North-West University	2008	Moderators between work context and psychological health in a public service sector	Co-promoter

## 5.4 Current PhD students

### Ongoing

Student	Proposal	Title	Role
Bekker, C.	2017	Academic boredom of learners in secondary schools in the Sedibeng District in South Africa: Measurement, antecedents, and outcomes	Promoter
Choeni, P.	2020		Co-promoter
Coxen, L.	2019	Daily motivation in SMEs: The role of need supportive behaviours	Co-promoter
De Wet, T.	2018	Capabilities, competencies, and functioning of secondary school teachers in a South African context: An integrative framework	Promoter
Lobi, T.	2018	Capabilities and functioning of teachers in secondary schools in the Sedibeng area: Effects on the academic boredom and study engagement of learners	Promoter
Mason, J.	2020		Co-promoter
Murangi, A.	2020		Co-promoter
Nairansamy, K.	2018	Flourishing: The role of sports and social network support within the African context	Promoter
Ndlangamandla, M.	2020		Co-promoter
Ragadu, S.C.	2019	Psychological and social factors and perceptions of a living wage of ECD teachers	Promoter
Van den Berg, E.	2019	Capabilities, functioning and perceived employability of accounting students	Promoter
Van Jaarsveld, D.	2018	Profiling employee substance use behaviour: The effects of user-generated social content and personal variables	Co-promoter
Welsh, C.	2019	Capabilities and functioning of leaders in the Namibian context: The effects of precarious work and orientation towards others	Promoter

## 6 CONTINUOUS DEVELOPMENT

- Visited Paderborn University (Germany), Institute for Social Studies (The Netherlands) and universities in the United Kingdom to collaborate in research (2001).
- Participated in a workshop on Ecological Momentary Assessment (presented by Prof. H. Weiss) during the 17th Annual Conference of the Society for Industrial and Organizational Psychology (USA) in Toronto, Canada (2002).
- Participated in a workshop on Intervention Research in (Occupational) Health Psychology organised by the Research Institute for Psychology and Health, Utrecht University, The Netherlands (2002).
- Visited Stockholm University (Sweden), Utrecht University, Tilburg University and Leuven University to discuss research collaboration (2003-2007).
- Participated in a workshop on the measurement of occupational stress (presented by Prof. C. Spielberger) during the 10th European Congress of Work and Organisational Psychology in Prague, Czech Republic.
- Participated in various workshops on unemployment and well-being at North-West University (Potchefstroom) and Leuven University (Belgium). (2004-2006)

- Participated in a workshop on structural equation modelling with AMOS (presented by Dr E. Demerouti) in Potchefstroom (2006).
- Visited the Free University of Amsterdam (the Netherlands), Erasmus University (the Netherlands), Tilburg University, (the Netherlands), Utrecht University (the Netherlands) and Leuven University (Belgium) to discuss research collaboration.
- Participated in the first Mplus and Multilevel analysis workshop in Vanderbijlpark, South Africa (February 2011)
- Participated in one month of training in latent variable modelling with Mplus at Utrecht University, The Netherlands (August 2012)
- Participated in the 6th seminar on Positive Occupational Health Psychology in Leuven, Belgium (September 2013).
- Visited Ghent University (Belgium), Leuven University (Belgium) and Utrecht University (the Netherlands) to discuss research collaboration (September 2014).
- Attended a one-week workshop on Bayesian analysis with Mplus at Utrecht University, The Netherlands (July 2013).
- Visited Finland, the Netherlands, and United Kingdom to discuss research collaboration (2015).
- Visited the United Kingdom, Belgium, The Netherlands, and Denmark to discuss research collaboration and projects (2016).
- Participated in Mplus workshop at Utrecht University, The Netherlands (July 2017).
- Invited to the National Taiwan University for Science and Technology, Taiwan to present a workshop on Mplus and to participate in research projects (November 2017).
- Trained in phenomenon-based learning (Helsinki, Finland, July 2018)
- Invited to the National Taiwan University for Science and Technology, Taiwan to present a workshop on subjective well-being and to participate in research projects (November 2018).
- Organising and presenting with Prof. Todd Little and Prof. Rens van de Schoot the First Stats Camp in Africa (April 2019).

## **7 MEMBERSHIP OF SOCIETIES**

- American Psychological Association: International member.
- Academy of Management (USA): Full member.
- Society for Industrial and Organizational Psychology (United States of America): Full member.
- Society for Industrial and Organizational Psychology (South Africa): Fellow.
- The International Working Group on Compassionate Organisations: Professional member.

## **8 PROFESSIONAL SERVICES**

- Appointed by the Health Professions Council to advise the professional board for psychology on the classification of psychometric tests in South Africa.
- Appointed on the technical task committee of the Minister of Public Service and Administration: development of a new employee health and wellness policy for government employees in South Africa.
- Serve as external examiner for postgraduate programmes in industrial psychology in South Africa.
- Appointed as co-promoter of the PhD thesis of Dr Deon Meiring at Tilburg University in the Netherlands.
- Acted as an external examiner for two PhD students at Tilburg University in the Netherlands.
- Appointed as an external examiner for a PhD study at the University of Helsinki, Finland (2015).

- Appointed as an external examiner for a PhD study at the Aalto University, Finland (2016).
- Serve as sub-editor of the SA Journal of Industrial Psychology.
- Serve on the Editorial Committees of *Burnout Research* and the *International Journal of Stress Management*.
- Served on the editorial boards of the SA Journal of Industrial Psychology, Journal of Psychology in Africa, Management Dynamics: Contemporary Perspectives, and Southern African Business Review.
- Act as a reviewer for various journals, including Journal of Cross-Cultural Psychology, International Journal of Behavioral Medicine, Stress and Health, Policing: An International Journal, SA Journal of Industrial Psychology, SA Journal of Psychology, Management Dynamics, SA Business Review, SA Journal of Economic and Management Sciences.
- Appointed as an examiner for a PhD theses (three students) at Tilburg University, the Netherlands (three PhD candidates), at Bergen University, Norway (one PhD candidate), and University of Helsinki, Finland (two PhD candidates).

## 9 AWARDS

### 9.1 Research awards for non-degree purposes

Year	Institution	Title	Amount
1990	PU for CHE	The characteristics and identification of entrepreneurs	R1000-00
1998	PU for CHE	The personality preferences of lecturers and students at a tertiary education institution	R4000-00
2001	PU for CHE	Suicide ideation in the South African Police Services	R3000-00
2002	National Research Foundation	Suicide ideation in the South African Police Services	R110 000-00
2002	National Research Foundation	Attitudes towards community policing in South Africa	R108 000-00
2002	PU for CHE	The validation of the Personality Characteristics Inventory in the South African Police Services.	R17 000-00
2002	SA Police Service	The validation of the Personality Characteristics Inventory in the South African Police Services.	R30 000-00
2003	National Research Foundation	Burnout and engagement in South African organisations.	R181 000-00
2004	National Research Foundation	Job insecurity in South African organisations.	R172 000-00
2004	National Research Foundation	Burnout and engagement in South African organisations.	R201 660-00
2005	National Research Foundation	Work wellness in South African organisations	R200 000-00
2005	National Research Foundation	Job insecurity in South African organisations.	R172 000-00
2005	National Research Foundation	The development of the South African Personality Inventory	R270 000-00
2005	SA/Flemish Partnership	Coping with Unemployment in South Africa	R75 000-00
2005	SIDA	Individual and organisational wellness in the contemporary world of work	R250 000-00
2006	National Research Foundation	Work wellness in South African organisations	R200 000-00
2006	SA/Flemish Partnership	Coping with Unemployment in South Africa	R75 000-00
2006	National Research Foundation	Work-life balance in South Africa	R188 000-00
2007	National Research Foundation	Work-life balance in South Africa	R188 000-00
2008	National Research Foundation	Work wellness in South African organisations	R130 000-00
2008	National Research Foundation	The development of the South African Personality Inventory	R115 000-00

2011-2017	National Research Foundation	Flourishing	R280 000-00
2014-2018	VLIR (5 years) together with Leuven University, Belgium	Understanding the unemployment experience in South Africa in order to develop an evidence based intervention together with the local community	300 000 Euro
2017-2019	National Research Foundation	Academic boredom	R1 000 000-00
2017-2021	CIHR (Canada)	Resilient Youth in Stressed Environments (project team member)	-

## 9.2 Achievements

- **2002:** Receive the prize for the best scientific article in the Faculty of Economic and Management Sciences (Potchefstroom University) in 2001 (R10 000-00)
- **2002:** Chair the organising committee of the First South African Burnout Conference.
- **2003:** Receive the prize for the best paper at the Annual Conference of the South African Institute for Management Scientists.
- **2004:** Chair the organising committee of the Second South African Work Wellness Conference.
- **2004:** Chair an invited symposium titled "Stress, burnout and work engagement in higher education institutions" at the International Conference of Psychology in Beijing, China.
- **2005:** Appointed on the Scientific Committee of the Second ICOH International Conference on Psychosocial Factors at Work, Okayama, Japan.
- **2005:** Selected as one of 20 occupational stress experts to participate in a round table session to develop a National Policy for Occupational Stress Prevention for Australia (during the Second ICOH International Conference on Psychosocial Factors at Work, Okayama, Japan).
- **1988-currently:** Act as mentor/supervisor for internships in industrial psychology.
- **2006:** Co-chair the organising committee of the First South African Positive Psychology Conference (including the Third South African Work Wellness Conference).
- **2006:** Receive life-long honorary membership of the Society for Industrial/ Organisational Psychology in South Africa (SIOPSA) for distinguished and meritorious service to Industrial and Organisational Psychology.
- **2007:** Receive the award as the Senior Researcher of the year of the North-West University (three campuses).
- **2008:** Receive the award as the Senior Researcher of the year of the North-West University (three campuses).
- **2010:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2011:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2011:** Chair the organising committee of the First South African Positive Social Sciences Symposium, Vanderbijlpark).
- **2012:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2013:** Chair the organising committee of the Second South African Positive Social Sciences Symposium, Vanderbijlpark).
- **2013:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2014:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2015:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2015:** Awarded Fellowship of the Society for Industrial and Organisational Psychology South Africa.



- **2016:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).
- **2017:** Receive an award to recognise achievements in terms of publications at the North-West University (VTC).