

UNIVERSITY OF PRETORIA

CURRICULUM VITAE

CHANTAL OLCKERS

1. EXECUTIVE SUMMARY

Chantal Olckers (PhD) is a registered psychologist (Category: Industrial) with the Health Professions Council of South Africa. She has completed her Doctorate in the field of Human Resource Management, specialising in psychological ownership. She holds a Master of Commerce, an Honours and a Bachelor's degree in Personnel Management, which were obtained from the University of Pretoria. Chantal is a respected researcher, with contributions to several peer-reviewed journals, book chapters in international peer-reviewed books, and has presented several research papers at both national and international conferences. She has also been a co-editor of two scholarly books published by Springer. She has obtained a C2-rating from the NRF. She is employed at the University of Pretoria as an Associate Professor in the Department of Human Resource Management. Chantal is involved with the South African Journal of Human Resource Management (SAJHRM) and the South African Journal of Industrial Psychology (SAJIP) as a section editor. She is also an associate editor for Frontiers in organizational psychology. She has extensive experience within the tertiary educational environment (as a lecturer and researcher), as well as within the private sector (as a consultant). Chantal has a passion for positive organisational behaviour and specifically psychological ownership.

2. BIOGRAPHICAL SKETCH

1.1 GENERAL INFORMATION

Surname	Olckers									
First names	Chantal					ID Number	n/a			
Citizenship	South African					Title	Prof	Female	x	Male
Place of birth	n/a					Date of birth	19 May			
Population group	African		Coloured		Indian		White	x	Other (Please specify)	
Department	Human Resource Management					Position	Associate Professor			
Direct Telephone	012 – 420 3435					Direct Telefax				
E-mail	chantal.olckers@up.ac.za									
Date of appointment	1 May 1996					Permanent full-time	X	Temporary full-time		

1.2 ACADEMIC QUALIFICATIONS OBTAINED				
Degree/ Diploma	Field of study	Higher education institution	Year	Distinctions
B Com (Personnel Management)	HR/ IOP	University of Pretoria	1991	
B Com Hons (Personnel Management)	HR /IOP	University of Pretoria	1992	
MCom (Personnel Management)	HR /IOP	University of Pretoria	1994	
PhD (Human Resource Management)	HR / IOP	University of Pretoria	2011	
1.3 WORK EXPERIENCE TO DATE				
Name of employer	Capacity and/or type of work		Period From mm//yy to mm//yy	
Portnet, a Division of Transnet	Research Officer: Remuneration		Dec 1992 – Nov 1993	
Portnet, a Division of Transnet	HR Consultant: Recruitment and Selection		Des 1993 – April 1996	
University of Pretoria	Lecturer		May 1996 – Dec 2011	
University of Pretoria	Senior Lecturer		Jan 2012 - Dec 2014	
University of Pretoria	Associate Professor		Since January 2015	

3. TEACHING ACTIVITIES

2.1 Courses presented		
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
BDO 110	First year level	Yes
Course description: Introduction of Industrial and organization psychology. This section is an introduction to the various schools of thought in psychology with particular emphasis on industrial and organizational psychology and its fields of application. The basic principles of scientifically systematizing industrial psychology knowledge are discussed. The biological basis of behavior is addressed in order to lay the foundation for the application of ergonomical principles.		
BDO 272	Second year level	Yes
Course description: Psychometrics: This module focuses on the basic concepts of psychological assessment and includes the effective application of different kinds of psychometric tests and the use of computers in the application and interpretation of tests.		
BDO 319	Third year level	Yes
Course description: Human resources provision Human Resource provision is presented from an industrial psychological perspective and include the following themes: human resource planning; macro and micro variables which could affect personnel forecasting and provision; human resource information system; the auditing of skills as well as techniques such as recruitment, selection, placement and induction.		

BDO 371	Third year level	Yes
Course description: Human resource management practices In this module a virtual organization is established. Students act as “human resource practitioners” in this organization. The full spectrum of human resource practices are applied and practiced. Students are given the opportunity to prepare and present reports, to practice and apply techniques, to work within teams as well as to assess processes.		
BBG 700	Honours level	Yes
Course description: Group dynamics and Negotiation skills This course offer students the opportunity of studying the internal dynamics and functioning of groups and to equip them with the knowledge of facilitation to improve group utilisation in the reaching of organisational objectives. Students practically learn how to negotiate, how to deal efficiently with tensions, differences, and conflicts and how to improve working relationships.		
MHB 804	Master’s level	Yes
Course description: Leadership The purpose of this module is to enable the student to develop a high level understanding of leadership and leadership development for 21st century organisations. This module offers a much deeper immersion into the different theories of leadership which is foundational to engaging in how to develop people into leaders. A corollary purpose is giving the student opportunity to design, deliver and evaluate a leadership development programme. Students will have the opportunity to learn about the practice of leadership development in an organisation and whether it conforms to theoretical prescriptions.		
IPS 702 (Current)	Honours level	Yes
Course description: Industrial counselling The overall purpose of this module is to equip the student with the necessary knowledge and skills to act as an Industrial Counsellor in the workplace. Students should know, understand and apply the various psychological theories of counselling, helping counselling models and the core micro-counselling skills in a counselling situation		
IPS 703 (Current)	Honours level	Yes (in collaboration with colleagues)
Course description: Industrial psychology practicum This module integrates and facilitate learning and application that took place in three different subject fields throughout the year pertaining to psychological assessment (IPS701), industrial counselling (IPS702) and organisational, personnel and career psychology (HRC703) as well as community projects. This module facilitate conceptual understanding, analysis and application of Industrial Psychology concepts, approaches, strategies, principles, techniques and methods. More specifically, this module will include a practical exercise in career guidance that will directly measure the students’ ability to master and apply Industrial Psychology knowledge that has been reinforced in IPS701, IPS702 and HRC701.		
IPS 801 (Current)	Master’s level	Yes
Course description: Fundamentals in Industrial and Organisational Psychology This part of the module is related to career psychology with the specific focus on coaching. In this module, students will develop an in-depth knowledge of how the industrial psychologist as a coach can assist individuals or groups in developing their skills, improving their performance and enhancing their personal growth.		
IPS 805 (Current)	Master’s level	Yes
Course description: Cross-cultural psychology As part of this module, cross-cultural counselling is introduced, where students will be provided with fundamental, and important basic skills in order to conduct work-related therapy in a multi-cultural context.		
Dissertations/Thesis	Honours / Masters / PhD level	N/A
I act as an academic supervisor for students’ research activities on all post-graduate levels.		

3. OTHER TEACHING CONTRIBUTIONS

3.1 Membership of national and international bodies

- Registered as an Industrial Psychologist with the Health Professions Council of South Africa (HPCSA)
- Registered as a Master Human Resource Practitioner Generalist with the South African Board for Personnel Practice (SABPP)
- Registered as a full member of SIOPSA (for some time)
- Certified Assessor of the ETQA of the South African Board of Personnel practice (SABPP)
- Member of the European Association for Work and Organisational Psychology (EAWOP)
- Section editor for the South African Journal of Industrial Psychology (SAJIP).
- Associate editor of Frontiers in Organisational Psychology

4 RESEARCH ACTIVITIES

The 46 masters' students that have completed their dissertations under my supervision are the following:

4.1 Former supervision or co-supervision (<i>completed</i>)					
Name of student	Degree/Title of dissertation/ thesis and date	Supervisor	Co-supervisor	Duration of studies (years)	Distinction / Article published
Ramiah, Sudeshnee	M Com: The relationship between personality and job satisfaction: 2003	C Olckers		2000-2003	
Ramiah, Subashnee	M Com: Psychometric properties of the ELSA proficiency test: 2003	C Olckers		2001-2003	
Vorster, M	M Com: The equivalence of factorial structures of the job diagnostic survey for diverse SA groups. 2002	C Olckers		2000-2002	Article Published
Mahuma, WH	MBA: Comparison between work perceptions of male and female employees. 2002	C Olckers	MA Buys	1998-2002	
De Beer, DM	M Com: Uitkomsgebaseerde onderrig: riglyne vir opleiers in die bedryf.: 1997	C Olckers	J Basson	1995-1997	
Van den Berg, A	M Com: The comparability of the construct validity of Schepers' locus of control inventory for first and second language respondents: 2003	MA Buys	C Olckers	1992-2003	Article Published
Madurai, M	M Com: Construct validation of an instrument designed to assess organizational socialization: 2005	C Olckers		2001-2005	Article Published
Lotz, SM	M Com: To determine the effect of self-efficacy, locus of control and positivity and negativity on academic achievement: 2005	C Olckers		2001-2005	
Van der Linde, M 21077152	M Com: The psychometric properties of the employee attitude survey for a South African automotive manufacturing organization: 2006	C Olckers		2005-2006	

Grobler, S 20018585	M Com: The construct validity of the multi-dimensional emotional empathy scale for the SA context: 2006	C Olckers		2004-2006	Article Published
Karodia, T	M Com: Psychometric properties of the Burnout Inventory: 2007	C Olckers		2001-2007	
Young, TAW 22043145	M Com: The life cycle motivators of SA professionals in the IT market: 2006	C Olckers		2004-2006	
Swanepoel, Z 22011600	M Com: The relationship between the WSSP and the LPCAT: 2008	C Olckers		2006-2008	
Windbacher, M 94203122	M Com: Determining the construct validity of the safety survey instrument: 2008	C Olckers		2004-2008	
Hyra, AM 23028892	M Com: The construct equivalence of the Customer contact styles questionnaire for proctured and unproctured administration groups. 2008	C Olckers		2007-2008	
Arnold, R 21156192	M Com: The construct equivalence of the measurement of Ambituity Tolerance (MAT - 50) for the Diverse South African Culture Groups: 2005	C Olckers		2001-2005	
Cronje, L 23032490	M Com: The correlation between the normative and ipsative versions of the OPQ 32. 2011	C Olckers		2007-2011	
Schamrel, T 24160785	M Com: A workload inventory for South African organisations. 2011	C Olckers		2009 - 2011	Distinction
Van Tonder, WJP 24032400	M Com: An exploratory study on the construct validation of the Organisational Climate Measure in the Belgium workplace. 2011	C Olckers		2008 - 2011	
Haveman, Y 99093350	M Com Exploration of the psychological contract between client and consultant. 2011.	C Olckers		2007-2011	Distinction
Nothling, AM 24107761	M Com: Psychometric properties of the Copenhagen Burnout Inventory in a South African context. 2011	C Olckers		2009 - 2011	
Alberts, C 24262120	M Com: The construct validity of the Psychological ownership questionnaire. 2012	C Olckers		2009 - 2012	
Muller, M 26132843	M Com: The effect of extrinsic reward on intrinsic motivation of volunteer workers in non-profit organisations. 2011	C Olckers		2011 - 2013	
Nelson, M 27027491	M Com (IOP): The relationship between psychological ownership and employment equity perceptions. 2012	C Olckers		2011 - 2012	Article Published
Potgieter, W 28388900	M Com (IOP): Development of a measure for the perceived quality of social conditions in employment relationships. 2014	C Olckers		2012 - 2014	Distinction / Article published
George, K 21006254	M Com (IOP): The relation between happiness, work engagement and psychological ownership. 2015	C Olckers		2013-2015	Published book chapter
Hartley, M 28103841	M Com (IOP): The influence of an individualistic versus collectivistic cultural approach on psychological ownership. 2016	C Olckers		2012-2015	

Bremner, M 10004964	M Com (IOP): Psychological ownership and its relation to Shein's career anchors. 2016	C Olckers		2014-2015	Distinction
Aggenbag, A 10238702	M Com (IOP): Psychological ownership and job embeddedness: are they related? 2016	C Olckers		2014-2015	Distinction
Enslin, C 27292216	M Com (IOP): Exploring the relationship between workplace trust, psychological ownership and turnover intentions. 2016	C Olckers		2014-2015	Distinction / Article published
Nkosi, SV 6-28275820	M Phil: The roles of line management and human resources management in leading and managing change in the public service. 2016	C Olckers	A Strasheim	2011-2015	
Verreyne, R 29271216	Retention factors related to psychological ownership	C Olckers		2013-2016	Article published on the data of one of the instruments
Brits, N 28107421	Assessing a shorter version of the South African Psychological Ownership Questionnaire (SAPOS)	C Olckers		2012-2015	Article published on the data
Pretorius, R 29168172	Investigating Relationships between Ethical Leadership and Psychological Ownership on Organisational Outcomes	C Olckers		2015-2016	Distinction
Viljoen, K 27090991	The relationship between perceived talent management practices, psychological ownership and intention to quit	C Olckers		2015-2017	
Corne Booysen 12039463	Measurement equivalence of the SAPOS across generational cohorts	C Olckers		2016-2017	Article submitted for publication
Riandi Casseleggio 12050572	Authentic leadership, organisational citizenship behaviour and intention to quit: the role of psychological ownership	C Olckers		2016-2017	Distinction/ Article published
Nicola Putter 12236994	Exploring the antecedents and work-related outcomes of subjective career success	C Olckers	Prof FE Koekemoer	2016-2017	
Janine Fouche	Linking the big five personality constructs to psychological ownership	C Olckers		2017 - 2018	
Sunette Venter	Psychological ownership within the job design context: exploring the routes of psychological ownership	C Olckers		2018-2019	
Tiffany Webster	Job characteristics and work-related outcomes: The role of psychological ownership	C Olckers		2018-2019	Distinction
Tharine du Plooy	Job characteristics, job satisfaction and commitment: the role of job-based psychological ownership	C Olckers		2018-2019	
Craig McKenzie	Investigating the relationship between Psychological Capital, Psychological Ownership and Performance	C Olckers		2018-2021	
Francois Pretorius	The relationship between grit and subjective career success: The mediating effect of psychological ownership	C Olckers		2019-2020	

Twanette Schoeman	Exploring the mediating effect of psychological ownership on the relationship between grit and work engagement	C Olckers		2019-2020	Distinction
Amy Goble	Exploring the moderating effect of grit on the relationship between psychological ownership and task performance	C Olckers		2019-2020	Distinction
Riko Smith	Exploring the Relationship amongst Person-Environment Fit, Task Performance and Work Engagement: The Role of Psychological Ownership	C Olckers		2020-2021	
Wandile Dube	Exploring the relationship between person-environment fit, turnover intent and work engagement: the role of psychological ownership	C Olckers		2020-2021	
Catherine Vermeulen	Engagement and wellbeing in tertiary students: the relationship between study demands and grit	C Olckers		2021-2022	
Ziyanda Mashalaba	Study demands, study resources and the role of academic self-efficacy in predicting the well-being of tertiary students.	C Olckers		2021-2022	Distinction
Getrude Maserumule	Student engagement, test anxiety and academic performance of tertiary students: the role of student well-being.	C Olckers		2021-2022	
Melissa de Jager	Predicting subjective career success from person-environment fit and innovative work behaviour.	C Olckers		2022-2023	Distinction
Nicole Pruis	Person-environment fit and innovative work behaviours: exploring the moderating effect of psychological ownership	C Olckers		2022-2023	Distinction
PhD students supervised					
Reynell vd Ross	Engagement among academic staff and undergraduate students: a multilevel analysis	C Olckers	Prof Pieter Schaap	2019-2021	Completed-3 articles published

Currently the following masters' and PhD students are preparing their dissertations under my supervision.

4.2 Current post-graduate students					
Name of student	Degree enrolled for and date of first registration	Project title	Supervisor	Co-supervisor(s)	Year of registration
Master Students					
Esmari Watson	2023 MCom IOP	Decent work and job satisfaction amongst blue collar workers: exploring the role of psychological ownership	C Olckers		2023
Engela du Plessis	2023 MCom IOP	Decent Work and Turnover Intention amongst blue collar workers: The Role of Work Engagement and Psychological	C Olckers		2023

		Ownership,			
PhD supervision					
Kim Baldry	2022 PhD IOP	Conceptual refinement and measurement of decent work among blue-collar workers	Prof E Koekemoer	Prof C Olckers	2022

4.3 IOP Internship Programs completed under my supervision as secondary supervisor	
Student	Duration
Esterhuizen, Aimee	2012-2013
Riandi Casseleggio	2017 - 2018
Corne Booysen	2017 - 2018
Amelia Samuals	2018 - 2019
Lindri du Toit	2018 - 2019
Janine Fouche	2018 - 2019
Tiffany Webster	2019 - 2020
Phillip Bruwer	2019 - 2020
Bianca Hendrikson	2019 - 2020
Christo Steenkamp	2019 - 2020
Taboka Kombanie	2020 - 2022
Bianca van Heerden	2021 - 2022
Sune vd Westhuizen	2021- 2022
Anicia van der Westhuizen	2021 -2022
Chantelle Fourie	2023 - present
Nokuthula Dondolo	2023 - present
Cherine Joubert	2023 - present

4.4 Obtaining research funds (Optional)			
Origin of research funds (e.g. contract research, THRIP, international funding organisations, other(s))	Title of research project or programme	Duration	Money allocated (R) (Optional - exact amounts not required)
Research and development (RDP) funding	Refinement and further validation of the South African Psychological Ownership Questionnaire and the role it has to play in talent retention	2012-2014	R50 000 per annum
National Research Foundation	NRF rated funding – C2	2022- 2026	

5 RESEARCH OUTPUTS

5.1 Publications in peer-reviewed or refereed journals
<p>Published:</p> <p>Van der Ross, M. R., Olckers, C., & Schaap, P. (2023). Crossover of engagement among academic staff and students during Covid-19. <i>Psychology Research and Behavior Management</i>, 16, 3121-3137. doi: 10.2147/PRBM.S416739</p>

Koekemoer, E., **Olickers, C.** & Schaap, P. (2023) The subjective career success of women: The role of personal resources. *Frontiers in Psychology* 14:1121989. doi: 10.3389/fpsyg.2023.1121989

Olickers, C. & Koekemoer, E. (2022) Psychometric properties, measurement invariance, and construct validity of the subjective career success inventory, *Australian Journal of Psychology*, 74(1), 2121177, <https://doi.org/10.1080/00049530.2022.2121177>

Van der Ross, M. R., **Olickers, C.**, & Schaap, P. (2022). Student engagement and learning approaches during COVID-19: The role of study resources, burnout risk, and student leader–member exchange as psychological conditions. *Higher Learning Research Communications*, 12 (0), 77–109. <https://doi.org/10.5590/10.18870/hlrc.v12i0.1330>

Van der Ross, M. R., **Olickers, C.** & Schaap, P. (2022) Engagement of Academic Staff Amidst COVID-19: The Role of Perceived Organisational Support Burnout Risk, and Lack of, Reciprocity as Psychological Conditions. *Frontiers in Psychology*, 13:874599. doi: 10.3389/fpsyg.2022.874599

Olickers, C. & Booysen, C. (2021). Generational differences in psychological ownership. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 47(0), a1844. <https://doi.org/10.4102/sajip.v47i0.1844>

Schaap, P. & **Olickers, C.** (2020). Relationships between Employee Retention Factors and Attitudinal Antecedents of Voluntary Turnover: An Extended Structural Equation Modelling Approach. *SA Journal of Human Resource Management*, 18(0), Art. #1358, <https://doi.org/10.4102/sajhrm.v18i0.1358>

Koekemoer, F. E., **Olickers, C.** & Nel, C. (2020). Work-family enrichment, job satisfaction and work engagement: the mediating role of subjective career success. *Australian Journal of Psychology*, 72, 347–358. DOI: 10.1111/ajpy.12290

Van Zyl, L. E., **Olickers, C.** & Roll, L. C. (2020). The Psychometric Properties of the Grit-O Scale Within the Twente Region in Netherlands: An ICM-CFA vs. ESEM Approach. *Frontiers in Psychology*. 11, Article number 796. doi: 10.3389/fpsyg.2020.00796

Olickers, C., Du Plessis, M, & Casaleggio, R. (2020). Authentic leadership, organisational citizenship behaviours, and intention to quit: the indirect effect of psychological ownership. *South African Journal of Psychology* 50 (3), 371-384. DOI: 10.1177/0081246319891658

Olickers, C., & Van Zyl, L. (2019). Psychometric properties of the Psychological Ownership Questionnaire. *Australian Journal of Psychology* 71, 127 - 136. DOI: 10.1111/ajpy.12232

Van Zyl, L. E., Van Oort, A., Rispens, S., & **Olickers, C.** (2019). Work engagement and task performance within a global IT company: the mediating role of innovative work behaviours. *Current Psychology*, Published online 12 July 2019. <https://doi.org/10.1007/s12144-019-00339-1>

Van Zyl, L. E., **Olickers, C.** (2019). The Mental Health Continuum-Short Form in Organisational contexts: Factorial validity, invariance and internal consistency, *European Journal of Mental Health*, 14, p. 230–259. <https://doi.org/10.5708/EJMH.14.2019.2.2>

Olickers, C. & Enslin, C. (2016). Psychological ownership in relation to workplace trust and turnover intent. *Journal of Psychology in Africa*, 26(2), p. 199-126. doi.org/10.1080/14330237.2016.1163893

Olickers, C. & Van Zyl, L. E. (2016). The relationship between employment equity perceptions and psychological ownership in a South African mining house: The role of ethnicity. *Social Indicators Research* 127(2), p. 887-901. DOI 10.1007/s11205-015-0972-z

Potgieter, W., **Olckers, C.** & L. Ehlers. (2015). *Development of a measure for the perceived quality of social conditions in employment relationships*. South African Journal of Labour Relations 39(2) p. 165-189.

Olckers, C. & Du Plessis, Y. (2015). Psychological ownership as a requisite for talent retention: The voice of highly skilled employees. *European Journal of International Management*, 9(1), p.52-73.

Olckers, C. (2013). Psychological ownership: Development of an instrument. *SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 39(2), Art. #1105, 13 pages. <http://dx.doi.org/10.4102/sajip.v39i2.1105>

Olckers, C., & Schaap, P. (2013). Measurement Equivalence of the South African Psychological Ownership Questionnaire for Diverse South African Cultural Groups. *Journal of Psychology in Africa*, 23(4), p. 27-34.

Olckers, C., & Du Plessis, Y. (2012). The role of psychological ownership in retaining talent: A systematic literature review. *SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur*, 10(2), Art. #415, 18 pages. <http://dx.doi.org/10.4102/sajhrm.v10i2.415>

Olckers, C., & Du Plessis, Y. (2012). Psychological ownership: A managerial construct for talent retention and organisational effectiveness. *African Journal of Business Management*, 6 (7), 2585-2596. DOI: 10.5897/AJBM11.1018 – Accepted in July, 2011, published 22 February 2012.

Olckers, C., Buys, M.A., & Grobler, S. (2010). Confirmatory factor analysis of the Multi-dimensional Emotional Empathy Scale in the South African context. *South African Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 36(1), Art. #856, 8 pages. DOI: 10.4102/sajip.v36i1.856

Buys, M.A., **Olckers, C.** & Steyn, G.J. (2009). Studying social identity: A multi-method approach. *Gabeck IV, Linguistic Structures, Theory and Practice*, 257-273.

Madurai, M., **Olckers, C.** & Buys, M.A. (2008). The construct validation of an instrument designed to assess organisational socialisation. *South African Journal of Industrial Psychology*, 34(1), 1-9.

Buys, M.A., **Olckers, C.** & Schaap, P. (2007). The construct validity of the revised job diagnostic survey. *South African Journal of Business Management*, 38(2), 33-40.

Vorster, M., Buys, M.A., **Olckers, C.** & Schaap, P. (2005). The construct equivalence of the job diagnostic survey for diverse South African cultural groups. *South African Journal of Industrial Psychology*, 31(1), 31-37.

Berg, A., Buys, M.A., Schaap, P., & **Olckers, C.** (2004). The comparability of the construct validity of Schepers' locus of control inventory for first and second language respondents. *South African Journal of Industrial Psychology*. 30(3), 87-96.

Schaap, P., Buys, M.A., & **Olckers, C.** (2003). The construct validity of Schepers' locus of control inventory for Black and White tertiary students. *South African Journal of Industrial Psychology*, 29(1), 32-43.

5.2 Books and/or chapters in books

Published:

Olckers, C. & Koekemoer, E. (2022). The COVID-19 Pandemic: Managing Unplanned Change as the New Normal in the Workplace. In Potgieter, I.L. & Ferreira, N. (Ed.), *Managing Human Resources: The New Normal* (pp. 31-52). Springer. (ISBN 978-3-031-09802-4 ISBN 978-3-031-09803-1 (eBook). <https://doi.org/10.1007/978-3-031-09803-1>

Olckers, C., & Koekemoer, F.E. (2021). Refining the grit-performance and grit-career success relationship: The mediational role of psychological ownership. In Van Zyl, L. E., Olckers, C. & Van der Vaart, L. (Ed.), *Multidisciplinary Perspectives on Grit: Contemporary Theories, Assessments, Applications and Critiques* (pp. 219-237) Springer. (ISBN 978-3-030-57389-8, eBook). <https://doi.org/10.1007/978-3-030-57389-8>

Olckers, C., & Van Zyl, L. E. (2019). Positive psychological interventions aimed at managing territorial behaviours within the organisational context. In Van Zyl, L. E. & Rothmann, S. (Eds.), *Positive Psychological Intervention Design and Protocols for Multi-Cultural Contexts*, (pp. 171-192). Springer. (ISBN 978-3-030-20020-6, eBook) DOI: 10.1007/978-3-030-20020-6

Koekemoer, F. E., & **Olckers, C.** (2019). Women's Wellbeing at Work: Their Experience of Work-Family Enrichment and Subjective Career Success. In Potgieter, I. L., Ferreira, N., & Coetzee, M. (eds.), *Theory, Research and Dynamics of Career Wellbeing: Becoming Fit for the Future*, (pp. 259-282). Springer (ISBN 978-3-030-28180-9). https://doi.org/10.1007/978-3-030-28180-9_13

Olckers, C., George, K., & Van Zyl, L. E. (2017). Investigation on psychological ownership, work engagement and happiness in a professional services industry. In Olckers, C., Van Zyl, L. E. & Van der Vaart, L. (Ed.), *Psychological Ownership: Theoretical orientations and practical applications*, (pp. 249 - 274). Springer. (ISBN: 978-3-319-70246-9) DOI:10.1007/978-3-319-70247-6

Olckers, C., & Van Zyl, L. E. (2017). Measuring psychological ownership: A critical review. In Olckers, C., Van Zyl, L. E. & Van der Vaart, L. (Ed.), *Psychological Ownership: Theoretical orientations and practical applications*, (pp.61-78). Springer. (ISBN: 978-3-319-70246-9) DOI:10.1007/978-3-319-70247-6

Olckers, C. & Koekemoer, F. E. (2017). Linking psychological ownership with subjective career success and positive work-related outcomes. In Olckers, C., Van Zyl, L. E. & Van der Vaart, L. (Ed.), *Psychological Ownership: Theoretical orientations and practical applications*, (pp. 3-20). Springer. (ISBN: 978-3-319-70246-9) DOI:10.1007/978-3-319-70247-6

Van Zyl, L. E., **Olckers, C.,** & Van der Vaart, L. (2017). Future Perspectives on Psychological Ownership in Multi-cultural Contexts. In Olckers, C., Van Zyl, L. E. & Van der Vaart, L. (Ed.), *Psychological Ownership: Theoretical orientations and practical applications*, (pp.315-332). Springer. (ISBN: 978-3-319-70246-9) DOI:10.1007/978-3-319-70247-6

Olckers, C. (2016). Exploring the role of psychological ownership in the coaching process. In Van Zyl, L. E., Stander, M. W., and Odendaal, A. (Ed.), *Coaching psychology: Meta-theoretical perspectives and applications in multi-cultural contexts*, (pp. 121 – 142). Springer. (ISBN 978-3-319-31012-1) DOI 10.1007/978-3-319-31012-1_6

Olckers, C., & Du Plessis, Y. (2013) Exploring the theoretical relationship between psychological ownership and career anchors. In Coetzee, M (Ed.), *Psycho-social Career Meta-capacities: Dynamics of contemporary career development*, (pp. 155 – 174). Springer. (ISBN 9783319006444) DOI 10.1007/978-3-319-31012-1_6

5.3. Editor of scholarly books

Van Zyl, L. E., **Olckers, C.** & Van der Vaart, L. (Ed.). (2021). *Multidisciplinary Perspectives on Grit: Contemporary Theories, Assessments, Applications and Critiques* (pp. 219-237) Springer. (ISBN 978-3-030-57389-8, eBook) <https://doi.org/10.1007/978-3-030-57389-8>

Olckers, C., Van Zyl, L. E. & Van der Vaart, L. (Ed.). 2017. *Psychological Ownership: Theoretical orientations and practical applications*. Springer. (ISBN: 978-3-319-70246-9) DOI:10.1007/978-3-319-70247-6

5.4 Published full-length conference papers/keynote addresses

Olckers, C. (2014). The impact of employment equity perceptions on psychological ownership. *GIABR Journal of Business*, 1(1), p.67 -82.

Olckers, C. & Du Plessis, Y. (2014). *Management in crisis- does psychological ownership matter? Full-length competitive paper submitted to the 8th International Business Conference*, Swakopmund, Namibia- August 2014.

Olckers, C. & Du Plessis, Y. (2012, June). *Psychological ownership and the retention of talent in the 21st century world of work*. Proceedings of the 11th World Congress of the International Federation of Scholarly Associations of Management (IFSAM), University of Limerick, Ireland. CD.

Olckers, C., Buys, M.A. and Erasmus, J. J. (2000). Multi-skilling: The experience of the South African Automotive manufacturers industry. Proceedings of the 12th Annual SAIMS Conference on challenges for management and leadership, Midrand, CD.

Brand, H E., & **Olckers, C.** (1998). Utilising basic management Principles in Sport Training: A South African school sport case study. In Harbridge, R, Gadd, C. & Crawford, A. (Eds). *Current Research in Industrial Relations*.

Buys, M.A., Ehlers, L., **Olckers, C.** & Barendrecht, C. (1997). Systems Thinking: The Management of Quality of Worklife in a Multicultural Society. In Avallone, F., Arnold, J. & De Witte, K. (Eds.), *Feelings in Europe, Vol.3*, Geurini Studio, Milano.

6 OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

6.1 Participation in conferences, workshops and short courses - specify type of contribution

6.2.1 Papers presented at national conferences

Van der Ross, R., **Olckers, C.** & Schaap, P. (2022, July). Student engagement and learning approaches during covid-19: the role of study resources, burnout risk, and student leader-member exchange as psychological conditions. *Research paper presented at the 24th Annual SIOPSA Conference*, Pretoria.

Van der Ross, R., **Olckers, C.** & Schaap, P. (2021, July). The engagement and well-being of academic staff in the face of COVID-19. *Research paper presented at the 23th Annual SIOPSA Conference*, Pretoria.

Schaap, P. & **Olckers, C.** (2018, July). Re-analysing the factorial validity reported for the South African Psychological Ownership Questionnaire: A Bayesian approach in analysing CFA model misspecifications. *Research paper presented at the 20th Annual SIOPSA Conference*, Pretoria.

Enslin, C. & **Olckers, C.** (2016, July). The relationship between workplace trust, psychological ownership and turnover intentions. *Research paper presented at the 18th Annual SIOPSA Conference, Pretoria.*

George, K. & **Olckers, C.** (2015, July). Psychological ownership, Work engagement and Happiness: How are they related? *Research paper presented at the 17th Annual SIOPSA Conference, Pretoria.*

Olckers, C. (2013, July). *Perceptions of psychological ownership: Do they differ amongst employees?* *Research paper presented at the 15th Annual SIOPSA Conference, Pretoria.*

Olckers, C. (2012, October). *Investigating psychological ownership: Is it a missing factor in talent retention?* Invited to present a research paper at the 9th HR Africa Summit, Sandton.

Olckers, C. (2011, June). *Psychological ownership: Development of a multi-dimensional measure for South African organisations.* Research paper presented at the 13th SIOPSA Conference, Pretoria.

Olckers, C. & Swanepoel, Z. (2008, June). *The relationship between the WSSP and the LPCAT.* Research paper presented at the 11th SIOPSA Conference, Pretoria.

Olckers, C. & Madurai, M. (2006, September). *Construct validation of an instrument designed to assess organisational socialisation.* Research paper presented at the 18th National SAIMS Conference, Stellenbosch – This paper was nominated for the Best Conference Paper Award and ended in the final three.

Olckers, C., Buys, MA & Erasmus, J. J. (2000, November). *Multi-skilling: The experience of the South African Automotive manufacturers industry.* Research paper presented at the 12th SAIMS, Midrand.

6.2.2 Papers presented at international conferences

Van der Ross, R. Olckers, C., & Schaap, P. (2023, May). *Crossover of engagement among academic staff and students during Covid-19.* Research paper presented at the 21st EAWOP Conference, Katowice, Poland.

Olckers, C., & Van Zyl, L. E. (2019, May/June). *Positive psychological interventions aimed at managing territorial behaviours within the organisational context.* Research paper presented at the 19th EAWOP Conference, Turin, Italy.

Olckers, C., & Koekemoer, F. E. (2019, May/June). *The influence of work-family enrichment and subjective career success on work-related outcomes.* Research paper presented at the 19th EAWOP Conference, Turin, Italy.

Olckers, C., & Van Zyl, L. E. (2018, June). *Evaluating the psychometric properties of the Psychological Ownership Questionnaire.* Research paper presented at the 9th European Conference on Positive Psychology (ECP), Budapest, Hungary.

Booyesen, C., & **Olckers, C.** (2017, May). *Measurement equivalence of the South African Psychological Ownership Questionnaire across generational cohorts.* Research paper presented at the 18th European Association of Work and Organisational Psychology Conference (EAWOP), Dublin, Ireland.

Olckers, C. (2015, May). *Investigation on psychological ownership, work engagement and happiness in a professional services industry.* Invited to present a research paper as part of a symposium on psychological ownership at the 17th European Association of Work and Organisational Psychology Conference (EAWOP), Oslo, Norway

Olckers, C. & Strasheim, A. (2014, June). *The moderating role of ethnicity on the relationship*

between employment equity perceptions and psychological ownership. Research paper presented at the 28th International Congress of Applied Psychology (ICAP), Paris, France.

Olckers, C. (2013, October). *The impact of employment equity perceptions on psychological ownership*. Research paper presented at the Global Institute of Applied Business Research (GIABR) Conference, Auckland, New Zealand.

Olckers, C. & Du Plessis, Y. (2012, June). *Psychological ownership and the retention of talent in the 21st century world of work*. Research paper presented at the 11th World Congress of the International Federation of Scholarly Associations of Management (IFSAM), University of Limerick, Ireland.

Olckers, C. & Schaap, P. (2012, July). *The construct equivalence of the South African Psychological Ownership Questionnaire (SAPOS) for diverse South African cultural groups*. Research paper presented at the 21st Congress of the International Association for Cross-Cultural Psychology (IACCP) in Stellenbosch, South Africa.

Olckers, C. (2011, May). *Psychological ownership: a multidimensional theoretical framework enhancing organisational effectiveness*. Research paper presented at the 15th European Congress of Work and Organizational Psychology (EAWOP), Maastricht, Netherlands.

Van der Walt, R. & **Olckers, C.** (2011, May). *Factors influencing manager's decisions on reasonable accommodation for employees with hearing disabilities*. Research paper presented at the 15th European Congress of Work and Organizational Psychology (EAWOP), Maastricht, Netherlands.

Olckers, C. & Karodia, T. (2009, May). *Psychometric properties of the Burnout Inventory*. Research paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago Del Compestela, Spain.

Du Plessis, Y. & **Olckers, C.** (2009, May). *21st Century Team Paradoxes: A South African Organisational Perspective*. Research paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago Del Compestela, Spain

Olckers, C. & Grobler, S. (2008, October). *The Construct validity of a Multi-dimensional Empathy Scale in the South African Context*. Research paper presented at the International Conference on Contemporary Business, ICCB, Somerset West, South Africa.

Olckers, C. & Buys, M. A. (2007, May). *The construct validity of Litwin & Stringer's Organizational Climate Questionnaire in a South African Context*. Research paper presented at the 13th European Congress of Work and Organizational Psychology, Stockholm, Sweden.

Olckers, C. & Buys, M. A. (2005, June). *The construct validity of the revised job diagnostic survey in the multicultural South African context*. Research paper presented at the 6th Industrial & Organisational Psychology Conference, Surfers Paradise, Australia.

Brand, H. E. & **Olckers, C.** (1998, September) *Utilising basic management Principles in Sport Training: A South African school sport case study*. Research paper presented at the 11th Commonwealth & International Scientific Congress, Kuala Lumpur, Malaysia.

Olckers, C. & Buys, M.A. (1997, April). *Systems Thinking: The Management of Quality of Worklife in a Multicultural Society*. Research paper presented at the 8th European Congress on Work and Organisational Psychology, Verona, Italy.

7 MANAGEMENT AND ADMINISTRATIVE DUTIES

- 8.1 Undergraduate programme coordinator – As programme manager of the undergraduate programme I engaged with students and colleagues on a daily basis. I am responsible for the curriculum of the undergraduate programme and my responsibilities include the managing of all student administrative matters and complaints, holding meetings with class representatives and undergraduate lectures regularly, advising colleagues on administrative matters, being responsible for the coordination and management of the examination process and mentoring of several recently appointed lecturers.
- 8.2 Act as group leader for first-year students of the Department of Human Resource Management (D-HRM) during the first-year orientation week.
- 8.3 Present the D-HRM at the Teaching and Learning Committee in the Faculty of Economic and Management Sciences
- 8.4 Member of the financial committee in the D-HRM
- 8.5 Member of the Post Graduate Committee (PGC) in the D-HRM
- 8.6 Member of the Honours student selection committee in D-HRM
- 8.7 Present the D-HRM at the Higher Education Committee of the SABPP

8 COMMUNITY SERVICE OR PROFESSIONAL SKILLS

9.1 Involvement with other universities / scientific institutions

I am acting as an external examiner and moderator for several undergraduate as well as post-graduate (Honours and Master's level) modules at the University of South Africa (UNISA), University of Johannesburg (UJ) and Southern Business School (SBS).

I also assisted in peer-reviewing conference abstracts and proceedings for the following conferences: the 8th International Business Conference (2014), African Academy of Management Conference (2015), 28th Annual Conference of the Southern African Institute of Management Sciences (2016) and the Annual Conference of the Society for Industrial and Organisational Psychology (2019, 2020, 2022, 2023).

9.2 Referee duties

9.2.1 Rating applications

I have acted as an external reviewer for several NRF rating as well as funding applications. I have also reviewed several international funding applications.

9.2.2 Journals

Reviewer

Acted as a reviewer for local as well as international journals, including:

South African Journal of Industrial Psychology
Acta Commercii African Journal of Business Management
Journal of Psychology in Africa
South African Journal of Psychology
South African Journal of Economic and Management Sciences, Journal of African Business
International Journal of Human Resource Management
Frontiers in Psychology
Journal of Retailing and Consumer Services
Australian Journal of Psychology
Current Psychology

Section editor

I am a section editor at the South African Journal of Industrial and Organisational Psychology (SAJIP) as well as an associate editor at Frontiers in Organisational Psychology. I am responsible for editing and working with the editorial teams to commission expert reviews and rapporteur reports for the peer-reviewed journals.

9.2.3 Text books and scholarly book chapter reviews

Reviewed eight chapters for the revised edition (2014) of the prescribed third year textbook: Grobler, P.A., Warnich, S. et al. 2011. *Human Resource Management in South Africa*. 4th edition. CENGAGE Learning. United Kingdom. ISBN 978-1-4080-1951-1

Case Incident: Third Circle Asset Management published in Robbins, S.P. & Judge, T. (2013) Organizational Behavior Chapter 9, Foundations of Group Behavior. P. 334

Have reviewed book chapters for several scholarly books.

9.2.4 Dissertations

I have acted as an external examiner for Master-dissertations as well as PhD theses for several universities such as University of Stellenbosh (US), UNISA, University of Johannesburg (UJ), University of the Witwatersrand (WITS) as well as North-West University (NWU).

9 TEACHING AWARDS

10.1 Teaching awards

Bi-annual award for teaching excellence – 2003/2004
Bi-annual award for teaching excellence – 2005/2006
Teaching Excellence Reward: Undergraduate level – 2010/2011
Received UP academic honorary colours – 2011

10.2 Research Awards

Received the Best Senior Researcher Award in Management Sciences for 2016 in the Faculty of Economic and Management Sciences

C2 NRF rated since 2022

