

CURRICULUM VITAE

EILEEN KOEKEMOER

UNIVERSITY OF PRETORIA: FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES
CURRICULUM VITAE
EILEEN KOEKEMOER

Updated last: 15 January 2024

1. BIOGRAPHICAL SKETCH

1.1 GENERAL INFORMATION

Surname	Koekemoer									
First names	Eileen				ID Number		Click or tap here to enter text.			
Citizenship	South African				Title	Prof	Female	<input checked="" type="checkbox"/>	Male	<input type="checkbox"/>
Place of birth	Click or tap here to enter text.				Date of birth		Click or tap here to enter text.			
Population group	African	<input type="checkbox"/>	Coloured	<input type="checkbox"/>	Indian	<input type="checkbox"/>	White	<input checked="" type="checkbox"/>	Other	<input type="checkbox"/>
Department	Human Resource Management				Position		Associate Professor			
E-mail	Eileen.koekemoer@up.ac.za									
Date of appointment	1 Jan 2014				Permanent full-time	<input checked="" type="checkbox"/>	Contract/term (no of hours per week)		<input type="checkbox"/>	

1.2 ACADEMIC QUALIFICATIONS OBTAINED *(list from most recent to bachelor degree)*

Degree/ Diploma	Field of study	Higher education institution	Year	Distinctions
PhD (Human Resource Management)	Industrial Psychology	North - West University (NWU)	2010	<input type="checkbox"/>
MCom (Cum Laude)	Industrial Psychology	NWU	2006	<input checked="" type="checkbox"/>
BCom Honours (Cum laude)	Industrial Psychology	NWU	2005	<input checked="" type="checkbox"/>
BCom (Cum Laude)	Communication	Potchefstroom University for Christian Higher Education (PU vir CHO)	2004	<input checked="" type="checkbox"/>

1.3 WORK EXPERIENCE TO DATE *(list from most recent/current position)*

Name of employer	Capacity/Position	Period From (mm//yy to mm//yy)
University of Pretoria (UP)	Associate Professor	2016- Present
University of Pretoria (UP)	Senior Lecturer	2014-2015
North-West University (NWU)	Senior Lecturer	2010-2013
North-West University (NWU)	Lecturer	2008-2010

1 st South African Positive Psychology Conference	Administrator Officer	2006
Dr. K. Mostert	Research Project Coordinator	2006
Afriforte	Intern Industrial Psychologist	2006
Dr. K. Mostert	Assistant	2005

2. TEACHING ACTIVITIES

2.1 Courses presented (*list from most recent*)

Course and year presented	Level (<i>e.g. second year, Masters</i>)	Self-developed (<i>Yes or No</i>)
MKB804 / IPS 804 (2018-present)	Master's Level	Yes, newly developed by myself in 2017.
Course description: Organisational Behaviour and change dynamics The overall outcome of this module is to understand and develop insight into the psychological, emotional and behavioural experience, dynamics and impact of change from an individual, group and organisational perspective.		
HRC701 (2022-present)	Honour's Level	Yes, redeveloped in 2022 quantitative part
Course description: Research methodology quantitative part		
MHB783 / HRC705 (2015 to 2021)	Honour's Level	Yes, newly developed by myself in 2014
Course description: Organisational Development (OD). The nature of planned change. The competencies of the organisational development practitioner. Ethical dilemmas in organisational development. Phases in the OD process. Entering and contracting. Diagnosing organisations. Diagnosing groups and jobs. Collecting and analysing diagnostic information. Feedback of diagnostic data. Designing interventions. Leading and managing change. Evaluating and institutionalising organisation development interventions. Human process interventions. Interpersonal and group process approaches. Organisation process approaches. Technostructural interventions. Restructuring organisations. Employee involvement. Work design. Strategic interventions. Special applications of OD.		
MHB 782/ HRC703 (2018- 2020)	Honour's Level	Yes, newly developed by myself in 2018
Course description: Career management The overall outcome of this module is to understand and develop insight about career dynamics; career development and the framework in which career management can be pursued. This module will allow students to obtain a		

significant understanding of the dynamics in career management and career development and the framework in which career management can be pursued. Knowledge and skills obtained through this module can be used in organisations as a recourse for employees seeking guidance in the management of their careers. Lastly, this module will allow students to integrate career theory and practice during career management conversations/interviews with employees as part of appropriate career management interventions.

Dissertations	Honour's and Master's Level	N/A
My current involvement in the master's programme pertains to acting as an academic supervising psychologist for interns as well as acting as a supervisor for students' research activities. Currently I am supervising four master's students on their mini-dissertations within the department, and one Phd student, and supervise four master interns in industrial psychology.		

2.2 Other education and pedagogic courses presented		
Course	Year	Institution
HRC705 (Organisational development)	2014-2021	University of Pretoria (UP)
HRC703 (Personnel and career psychology)	2018-2020	University of Pretoria (UP)
BDO 371 (Human resource management practice)	2014-2016	University of Pretoria (UP)
BDO 329 (Performance management, training and development)	2014-2016	University of Pretoria (UP)
BDO 271 (Practical module of OB)	2014-2015	University of Pretoria (UP)
BDO 219 (Group behaviour and leadership)	2014-2015	University of Pretoria (UP)
IOPS 614 (Research Methodology) IOPS 623 (Research Report)	2013	North-West University (NWU)
IOPS 614 (Research Methodology)	2012	North-West University (NWU)
IOPS 321 (Research Methodology) IOPS 614 (Research Methodology) IOPS 622 (Research Report)	2011	North-West University (NWU)
BSKP 361 (Research Methodology) BSKP 617 (Research Methodology) BSKP 623 (Research Report)	2010	North-West University (NWU)
BSKP 361 (Research Methodology) BSKP 623 (Research Report) BSKP 617 (Research Methodology)	2009	North-West University (NWU)
BSKT 111 (Occupational Health and Safety) BSKP 151 (Occupational Health and Safety) BSKP 361 (Research Methodology)	2008	North-West University (NWU)

BSKP 617 (Research Methodology) BSKP 623 (Research Report) BSKP 626 (Work Wellness)		
BSKP 361 (Research Methodology) BSKP 617 / 623 (Research Methodology)	2007	North-West University (NWU)
MHBP 111 (Introduction to HRM) BSKP 361 (Research Methodology) BSKP 617 / 623 (Research Methodology)	2006	North-West University (NWU)
BSKP 361 (Research methodology)	2005	North-West University (NWU)

3. TEACHING OUTPUTS

3.1 Textbooks and chapters in textbooks

Provide full details including full titles, names of all the authors; publishers; year of publication; page numbers; edition.

N/A

3.2 Educational publications and papers at educational conferences

(Provide full details)

Barnard, A., & Koekemoer, E. (2015). Work-life balance in South African research: patterns in progress.
Newsletter *British Psychological Society*, volume 8, winter edition

Koekemoer, E. (2020) *Managing work-life balance while working from home: What employers/employees should understand and acknowledge during Covid-19 lockdown.* British Psychological Society Newsletter.

Koekemoer E & Harunavamwe M. 2023. *Just how supportive is your manager towards your family needs?* Bizcommunity published 2 June 2023

3.3 Educational products developed

(Study guides, learning materials, multi-media productions, educational videos, web material – specify

N/A

4. OTHER TEACHING CONTRIBUTIONS

4.1 Membership of national and international teaching bodies

List all the teaching associations or societies to which you belong. Indicate your involvement, e.g. honorary member, founder member, full member, chairman, president, secretary.

2005	Student in Psychology	<i>Category: Industrial</i>	Health Professions Council of South Africa (HPCSA)
2006	Intern Psychologist (PSIN 0099864)	<i>Category: Industrial</i>	HPCSA
2007	Registered Industrial Psychologist (PS 0100595)	<i>Category: Industrial</i>	HPCSA
2013	Registration with the South African Board for People Practices (SABPP)	<i>Category: Chartered HR professional</i>	SABPP (9298)

5. POSTGRADUATE SUPERVISION

5.1 Supervision or co-supervision of students who have completed degrees					
Name of student	Degree/Title of dissertation/ thesis and date completed	Supervisor	Co-supervisor(s)	Duration of studies (years)	Distinction/ Article published
J.M.B. Steyl (12996491)	M Com: completed in 2009 <i>Conflict between work and non-work roles of employees in</i>	E Koekemoer		2	1 Published article
J. Nel (20036035)	M Com: completed in 2011 <i>Home characteristics, nonwork-work interference and well-being of dual-earner parents</i>	E Koekemoer		3	Distinction and 1 Publication
C. Downes (22345507)	M Com: completed in 2011 <i>Work-life balance policies: The use of flexitime within a South African organisation</i>	E Koekemoer		2	Distinction and 2 Publications
J. Oosthuizen (12863858)	MA: completed in 2012 <i>Job characteristics, work-nonwork interference and the role of recovery strategies among employees in a tertiary institution</i>	E Koekemoer	K. Mostert	2	Distinction and 1 publication
A.S. Hindley (20765622)	M Com: completed in 2012	E Koekemoer		3	Distinction and 1 publication

	<i>Job characteristics, work-nonwork interference and coping among religious ministers</i>				
A.M du Toit (23653825)	M Com: completed in 2013 <i>Investigating the psychometric properties and predictors of two subjective career success instruments</i>	E Koekemoer	JA Nel	2	Distinction and published conference proceeding
S. Visagie (20265808)	M Com: completed in 2013 The experience of career success: An exploratory study amongst South African executives	E Koekemoer		3	Distinction and 2 publications
J.W. De Wet (21183082)	M Com: completed in 2014 <i>The influence of information and communication technology on employees' work and family domains.</i>	E Koekemoer		3	Distinction and 2 publications
M. de Klerk (12377953)	PhD: completed in 2014 <i>Work-family enrichment in the South African context</i>	E Koekemoer		4	2 publication
Robyn Cross (14381070)	M Com: completed in 2015 <i>The influence of work-family interaction on work-related outcomes</i>	E Koekemoer		2	1 publication
Le Roux Fourie	M Com: completed 2016 <i>The experience of career success of blue-collar workers: an exploratory study</i>	E Koekemoer		3	1 International publication
Rachelle Roos	M Com: completed 2016 <i>Investigating work-nonwork interference among working fathers</i>	E Koekemoer		1.5	Completed
Emari Erxleben (528160607)	M Com: Completed 2016 <i>Exploring the perceptions of generation y employees regarding career success and the interaction between their work and personal lives</i>	E Koekemoer		3	Distinction
Cherise Nel 0000-0002- 7698-1066	M Com: Completed 2017 <i>Investigating the mediating role of career</i>	E Koekemoer		2	1 International publication

	<i>success in the relationship between work-family enrichment and work-related outcomes</i>				
Nicola Putter orcid.org/0000-0003-0867-9348	M Com: Completed 2017 <i>Exploring the relation between work-family enrichment, psychological ownership, subjective career success and commitment</i>	E Koekemoer	C Olckers	2	Completed
Micaela Petrou orcid.org/0000-0003-3834-782X	M Com: Completed May 2018 <i>Exploring employees work-life balance and career success: An organisational perspective</i>	E Koekemoer		2.5	Distinction 1 scholarly Book chapter
Ilze Claassen 0000-0003-3115-0338	M Com: Completed 2017 <i>Exploring the family roles and responsibilities of generation y fathers and its influence on their careers</i> <i>Exploring the family roles and responsibilities of generation y fathers and its influence on their careers</i>	E Koekemoer		2	completed
Cecile Cloete 0000-0003-0444-519X	MCom: Completed feb 2019 <i>INVESTIGATING WOMEN IN MALE-DOMINANT INDUSTRIES: WORK-FAMILY INTERFACE AND SUBJECTIVE CAREER SUCCESS AS PREDICTORS OF TURNOVER INTENTION AND AFFECTIVE COMMITMENT</i>	E Koekemoer		2.5	Distinction
Mine Grobler	Mcom completed aug 2019	E Koekemoer	S O'Neil	2.5	Completed
Ingrid Lombaard	MCom completed 2019 <i>Work life balance and personality</i>	E Koekemoer		2	Completed
Ruan Botha	Mcom completed 2019 <i>Outcomes of work family</i>	E Koekemoer		2	Completed

	<i>culture and work life balance</i>				
Erik Swart	Mcom completed 2020 <i>The role of grit in the relationship between pe-fit and subjective career success</i>	E Koekemoer		2	Completed Distinction
Zilmarie Carstens	Mcom completed 2020 <i>The role of resilience in the relationship between pe-fit and subjective career success</i>	E Koekemoer		2	Completed Distinction 1 publication
Esli Kekana	PhD completed December 2020: Exploring the concept of Decent Work amongst blue collar workers	E Koekemoer		3	1 publication in B rated journal
Sune van Huyssteen	M Com: Completed 2021 Investigating the outcomes of decent work among a sample of blue-collar workers	E Koekemoer		2	Completed with distinction
Brigitte Louw	M Com: Completed 2021 Investigating decent work among blue-collar workers: Validating the Decent Work Scale	E Koekemoer		2	Completed with distinction
Chrisna Minnaar	MCom: Completed 2021 CAREER RESOURCES AND CAREER ADAPTABILITY AS PREDICTORS OF SUBJECTIVE CAREER SUCCESS	E Koekemoer		2	Completed
Caitlin Martins	MCom: Completed 2022 Family supportive supervisor behaviour, work-family conflict and subjective career success	E Koekemoer		2	Completed with distinction
Anja Schultheiss	MCom: Completed 2022 The role of self-efficacy and resilience on the relationship between career commitment and subjective career success	E Koekemoer		2	Completed with distinction, article published in B-rated journal
Chantelle Fourie	MCom: Completed 2022 The influence of supportive supervisor behaviour on work-family culture and subjective career success	E Koekemoer		2	Completed with distinction

Megan Jay	MCom: Completed 2023 (Aug) Job crafting, work-family enrichment and subjective career success	E Koekemoer		1.5	Completed with distinction
Zakiyya Gani	Mcom HRM: Completed 2023 Job crafting, Family supportive supervisor behaviour, spousal career support and subjective career success	E Koekemoer		2	Completed with distinction

5.2 Current post-graduate students					
Name of student	Degree enrolled for and date of first registration	Project title	Supervisor	Co-supervisor(s)	Year of first registration
Thanzila Noor Mahomed	MCom IOP: 2023	Investigating the influence of individual and/or organizational support on employee's work-life balance and wellbeing	E Koekemoer		2023
Alisha Jawaharlal	MCom IOP: 2023	Exploring work family support structures and networks	E Koekemoer		2023
Kim Baldry	PhD in Organisational Behaviour	The refinement and measurement of decent work for blue-collar workers	E Koekemoer	Prof Chantal Olckers	2022/2023
Selena De Corta	Mcom IOP: 2024		E Koekemoer		2024
					2024

6. RESEARCH FUNDING

6.1 Research funds			
Origin of research funds (e.g. contract research, international funding organisations, collaboration with other institutions, industry, government)	Title of research project or programme	Duration	Money allocated (R)
UP – VP conference funding	Once off	2019/2020	R27400
NRF Y2 Rating funds (NRF INCENTIVE funding)		2018	R30 000
NRF Y2 Rating funds (NRF INCENTIVE funding)		2017	R40 000

NRF Thuthuka funding	Exploring the link between career success and work-family interface	2017	R250,600
NRF Thuthuka funding	Exploring the link between career success and work-family interface	2016	R277 000
NRF Y2 Rating funds (NRF INCENTIVE funding)		2016	R40 000
NRF Thuthuka funding	Exploring the link between career success and work-family interface (new project funded for the next 3-year cycle)	2015	R103 600
NRF Thuthuka funding	Exploring Career Success in South Africa	2014	R130 000
NRF Thuthuka funding	Exploring Career Success in South Africa	2013	R166 000
ITUN – Teaching funding	Excellence in teaching award	2012	R21 000
NRF Thuthuka funding	Exploring Career Success in South Africa	2012	R64 000
North-West University	Institutional office seed funding	2009	R20 000
NRF RATING C2		2022	

7. RESEARCH OUTPUTS

7.1 Publications in peer-reviewed or refereed journals

Provide full details of each publication as follows: names of all the authors, title, journal, dates, volume and page numbers. Important: mention listing (Scopus, DHET, WoS, Norwegian List, etc.). List from most recent.

Under review

Koekemoer & Olckers. Examining job crafting as a behavioral linking mechanism between work-family interface and subjective career success. Submitted to Journal of Career Development 17 January 2024. **(WoS, B-rated)**

In process

Koekemoer, E. & Kekane, E. Attaining decent work in SA: understanding the context of Blue-Collar Workers (work on revisions for resubmit to journal) Journal of Career Assessment **WoS, A-rated.**

Olckers, C., & **Koekemoer, E.** Job crafting, Pe-fit and innovative work behaviour.

Published

2023

Koekemoer, E. & Masenge, A. Outcomes of Decent work among blue-collar workers in South Africa: the role of job satisfaction. *Journal of Career Assessment*. <https://doi.org/10.1177/10690727231187639> **WoS, A-rated**

Schultheiss, A., **Koekemoer, E.** & Masenge, A. Career commitment and subjective career success: Considering the role of career resilience and self-efficacy. *Australian Journal of Career Development*, 32 (2), 135-146. online first publication <https://doi.org/10.1177/10384162231172560> **Scopus B-rated**

Kekana, E & **Koekemoer, E.** & O'Neil, S. The Work Experiences of Blue-Collar Workers: Unpacking the Concept of Decent Work in the Psychology of Working Theory. *Journal of Career development*, 50(2), 273-294. (**WoS, B-rated**) DOI: 10.1177/08948453221086980

Koekemoer, E., Olckers, C & Schaap, P. The subjective career success of women: The role of personal resources. *Frontiers in Psychology*, online first publication, DOI 10.3389/fpsyg.2023.1121989. (**WoS**)

2022

Schaap, P & **Koekemoer, E.**, De Klerk, M. Replicating the essentially unidimensional of the MACE work-to-family enrichment scale: Going beyond goodness-of-fit indices. *South African Journal of Industrial Psychology*, 48, 1-14. <https://doi.org/10.4102/sajip.v48i0.1960> (**IBSS and Scopus**)

Crafford, A & **Koekemoer, E.** The career identity of young working fathers: a family-relatedness of work decisions perspective. *Frontiers in Psychology*, DOI 10.3389/fpsyg.2022.908974 (**WoS**)

Olckers, C & **Koekemoer, E.** Psychometric Properties, Measurement Invariance, and Construct Validity of the Subjective Career Success Inventory (SCSI) *Australian journal of Psychology*, 74 (1), 1-11. (**WoS, B-rated**)

2021

Carstens, Z., **Koekemoer, E.** & Masenge, A. Sustainable Person-environment fit and subjective career success: The moderating role of resilience. *Journal of Psychology in Africa.*, 31(6), 1-8 (**WoS, Scopus**) DOI: 10.1080/14330237.2021.2001919

Hoobler, J.M. & **Koekemoer, E.** & Gericke, S. Does extant work-family research generalize to African Nations? Meta-analytic tests. *Africa Journal of Management*, 7(2), 173-195, DOI: [10.1080/23322373.2021.1911453](https://doi.org/10.1080/23322373.2021.1911453)

Schaap, P & **Koekemoer, E.** Determining the dimensionality and gender invariance of the MACE work-to-family enrichment scale using bifactor and approximate invariance tests. *South African Journal of Industrial Psychology*, 47(0), 1-16. a1821.<https://doi.org/10.4102/>. (**IBSS and Scopus**)

2020

Koekemoer, E., Olckers, C., & Nel, C. (2020). Work-family enrichment, job satisfaction, and work engagement: The mediating role of subjective career success. *Australian Journal of Psychology*, 72,(4), 347-358 <https://doi.org/10.1111/ajpy.12290> (**WoS, B-rated**)

2019

Koekemoer, E., Fourie, H.L.R., & Jorgensen, L. I. (2019). Exploring subjective career success among blue-collar workers: Motivators that matter. *Journal of Career Development*, 46(3), 314-331. <https://doi.org/10.1177/0894845318763942> (**WoS, B-rated**)

Koekemoer, E., & Crafford, A. (2019). Exploring subjective career success using the Kaleidoscope Career Model. *SA Journal of Industrial Psychology*, 45(1), 1-11. <https://dx.doi.org/10.4102/sajip.v45i0.1638> (IBSS and Scopus)

2017

Koekemoer, E., Strasheim, A., & Cross, R. (2017). The influence of simultaneous interference and enrichment in work-family interaction on work-related outcomes. *South African Journal of Psychology*, 47(3), 330– 343. <https://doi.org/10.1177/0081246316682631> (WoS)

2016

Koekemoer, E., Nel, J.A., & Du Toit, A. (2016). The exploratory and confirmatory factor analyses of two subjective career success instruments. *Journal of Psychology in Africa*, 26(1), 49-55. <http://dx.doi.org/10.1080/14330237.2015.1124612> (WoS)

De Wet, W., & **Koekemoer, E. (2016).** The increased use of information and communication technology (ICT) among employees: Implications for work-life interaction. *South African Journal of Economic and Management Sciences*, 19(2), 264-281. <https://doi.org/10.17159/2222-3436/2016/v19n2a7> (WoS)

O'Neil, S., & **Koekemoer, E. (2016).** Two decades of qualitative research in Psychology, Industrial and Organisational Psychology and Human Resource Management within South Africa: A critical review. *SA Journal of Industrial Psychology*, 42(1), 1-16. <http://dx.doi.org/10.4102/sajip.v42i1.1350> (IBSS and Scopus)

De Wet, W., & **Koekemoer, E., Nel, J.A. (2016).** Exploring the impact of information and communication technology on employees' work and personal lives. *SA Journal of Industrial Psychology*, 42(1), 1-11. <http://dx.doi.org/10.4102/sajip.v42i1.1330> (IBSS and Scopus)

2015

De Klerk, M., Nel, J.A., & **Koekemoer, E. (2015).** Work-to-family enrichment: Influences of work resources, work engagement and satisfaction among employees within the South African context. *Journal of Psychology in Africa*, 25(6), 537-546. <https://doi.org/10.1080/14330237.2015.1124606> (WoS)

Jonker, C. S., **Koekemoer, E., & Nel, J.A. (2015).** Exploring a positive SWB model in a sample of university students in South Africa. *Social Indicators Research*, 121(3), 815-832. <https://doi.org/10.1007/s11205-014-0658-y> (ISI, A-rated)

Van der Westhuizen, A., & **Koekemoer, E. (2015).** Work-nonwork interference: Can ministers currently cope with increasing job demands against limited resources within South Africa?. *HTS Theologica studies*, 71(2), 1-11. <http://dx.doi.org/10.4102/hts.v71i2.2091> (WoS)

Koekemoer, E. (2015). Outlining and discussing various psychological perspectives on career meta-capacities. *SA Journal of Industrial Psychology*, 41(1), 1-3. <http://dx.doi.org/10.4102/sajip.v41i1.1246> (published book review)

Barnard, A., & **Koekemoer, E.** (2015). Work-life balance in South African research: patterns in progress. **Newsletter** *British Psychological Society*, volume 8, winter 2015

2014

Visagie, S., & **Koekemoer, E.** (2014). What it means to succeed: Personal perceptions of career success held by senior managers. *South African Journal of Business Management*, 45(1), 43-54.

<http://dx.doi.org/10.4102/sajbm.v45i1.116> (WoS)

Koekemoer, E. (2014). An explorative study on factors influencing the career success of management employees. *SA Journal of Industrial Psychology*, 40(2), 1-10. <http://dx.doi.org/10.4102/sajip.v40i2.1204> (IBSS and Scopus)

2013

Koekemoer, E., & Visagie, S. (2013). Exploring the attainment of career success. *Journal of Psychology in Africa*, 23(4), 601-608. <https://doi.org/10.1080/14330237.2013.10820673> (WoS)

De Klerk, M., Nel, J.A., Hill, C., & **Koekemoer, E.** (2013). Development of the MACE work-family enrichment instrument. *SA Journal of Industrial Psychology*, 39(2), 1-16. <http://dx.doi.org/10.4102/sajip.v39i2.1147> (IBSS and Scopus)

2012

De Wet, J.W., Van Zittert, P., **Koekemoer, E.,** & Treurnich, E. (2012). Differences in the wellbeing of dual-earner parents with young children. *South African Review of Sociology*, 43(3), 106-128. <https://doi.org/10.1080/21528586.2012.727552> (IBSS)

De Klerk, M., Nel, J.A., & **Koekemoer, E.** (2012). Positive side of the work-family interface: A theoretical review. *Journal of Psychology in Africa*, 22(4), 683-690. <https://doi.org/10.1080/14330237.2012.10820588> (WoS)

Nel, J., **Koekemoer, E.,** & Nel, J.A. (2012). Home characteristics, nonwork-work role demands effects on the wellbeing of dual-earner parents. *Journal of Psychology in Africa*, 22(2), 209-220. <https://doi.org/10.1080/14330237.2012.10820519> (WoS)

Downes, C., & **Koekemoer, E.** (2012). Work-life balance policies: The use of flexitime. *Journal of Psychology in Africa*, 22(2), 201-208. <https://doi.org/10.1080/14330237.2012.10820518> (WoS)

2011

Oosthuisen, J., Mostert, K., & **Koekemoer, E.** (2011) Job characteristics, work-nonwork interference and the role of recovery strategies among employees in a tertiary institution. *SA Journal of Human Resource Management*, 9(1), 1-15. <http://dx.doi.org/10.4102/sajhrm.v9i1.356> (DHET and Scopus)

Steyl, B., & **Koekemoer, E.** (2011). Conflict between work and nonwork roles of employees in the mining industry: Prevalence and differences between demographic groups. *SA Journal of Human Resource Management*, 9(1), 1-14. <http://dx.doi.org/10.4102/sajhrm.v9i1.277> (DHET and Scopus)

Downes, C., & **Koekemoer, E.** (2011) Work-life balance policies: Challenges and benefits associated with implementing flexitime. *SA Journal of Human Resource Management*, 9(1), 1-13. <http://dx.doi.org/10.4102/sajhrm.v9i1.382> (DHET and Scopus)

2010

Koekemoer, E., & Mostert, K. (2010). Work-nonwork interference: Preliminary results on the psychometric properties of a new instrument. *SA Journal of Industrial Psychology*, 36(1), 1-13. <http://dx.doi.org/10.4102/sajip.v36i1.908> (IBSS and Scopus)

Koekemoer, E., Mostert, K., & Rothmann, I. (2010). Interference between work and nonwork roles: The development of a new South African instrument. *SA Journal of Industrial Psychology*, 36(1), 1-14. (IBSS and Scopus)

Koekemoer, E., & Mostert, K. (2010). An exploratory study of the interaction between work and personal life: Experiences of South African employees. *SA Journal of Industrial Psychology*, 36(1), 1-15. (IBSS and Scopus)

2006

Koekemoer, F.E., & Mostert, K. (2006). Job characteristics, burnout and negative work-home interference. *SA Journal of Industrial Psychology*, 32(3), 87-97. (DHET and Scopus)

7.2 Books and/or chapters in SCHOLARLY books (excluding text books)

Provide full details, including full titles, names of all the authors, publishers, dates, page numbers etc. Specify your exact contribution to the book e.g. editorial role, co-author. (List from most recent)

2022

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. (eds) *Managing Human Resources*. Springer, Cham. https://doi.org/10.1007/978-3-031-09803-1_3

2021

Stofberg, L., Strasheim, A, **Koekemoer, E.** (2021). Digitalisation in the workplace: the role of technology on employee engagement and creativity in teams. In Ferreira, N & Potgieter I.L. (Eds.), *Coping dynamics: Emerging issues for research and practice in a smart digital technological world of work*. Springer, Champ

Olckers C., **Koekemoer E.** (2021) Exploring the Grit-Performance and Grit-Career Success Relationship: The Role of Psychological Ownership. In: van Zyl L.E., Olckers C., van der Vaart L. (eds) *Multidisciplinary Perspectives on Grit*. Springer, Cham. https://doi.org/10.1007/978-3-030-57389-8_12

Carrim, N. M. H., & **Koekemoer, E.** (2021). The work-life balance of younger and older Indian women managers in corporate South Africa. In T. A. Adisa & G. Gbadamosi (Eds.), *Work-life interface: Non-western perspective* (pp. 155-184). Palgrave Macmillan.

2019

Koekemoer, E., & Petrou, M. (2019). Positive psychological interventions intended for a supportive work-family culture. In L. E. Van Zyl, & Sr.S. Rothmann (Eds.), *Evidence-based positive psychological interventions in multi-cultural contexts* (pp. 83-103). Springer, Cham. https://doi.org/10.1007/978-3-030-20311-5_4

Koekemoer, E., & Olckers, C. (2019). Women's wellbeing at work: The experience of work-family enrichment and subjective career success. In I. Potgieter, N. Ferreira, & M. Coetzee (Eds.), *Theory, research and dynamics of career wellbeing* (pp. 259-282). Springer, Cham. https://doi.org/10.1007/978-3-030-28180-9_13

2017

Olckers, C., & **Koekemoer, E.** (2017). Linking psychological ownership with subjective career success and positive work related outcomes. In C. Olckers, L. E. Van Zyl, L. van der Vaart. (Eds.), *Theoretical orientations and practical applications of psychological ownership* (pp. 3-20). Springer, Cham. https://doi.org/10.1007/978-3-319-70247-6_1

7.3 Published full-length conference papers/ keynote addresses

Du Toit, A., Nel, J. A., & **Koekemoer, E.** (2014). The evaluation of predictors of two subjective career success instruments. *Proceedings from the 8th International Business Conference (IBC), Swakopmund, Namibia.*

8. OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

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

Provide full details of participation in national and international conferences. List from most recent. Mention when published in Conference Proceedings and list details.

- 2011 Workshop on MBTI training (Jopie van Rooyen & Partners, Puk Campus);
- 2011 Workshop on writing for publication (Prof. Kapp, Greyton, Western Cape)
- 2009 Workshop on post-graduate study leading (Prof Kapp, Stellenbosch university)
- 2007 Workshop on Multiple regression analysis (Prof. Herman Aguinis, University of Denver);
- Workshop on cultural diversity (Prof. Ype Poortinga, The Netherlands);
- Workshop on challenges and cross-cultural emotions research (Dr. Johnny Fontain, Ghent University);
- Workshop on job insecurity and coping with unemployment (Prof. Hans de Witte, Leuven University);
- Workshop on antecedents and configurations of innovative inter-organisational relations (Prof. Leon Oerlemans, Tilburg University);
- Workshop on diversity management (Dr. Hans Siebers, Tilburg University);
- Workshop on the effects of spatial firm mobility on firm performance (Joris Knobens, Tilburg University);
- 2006 Attendance of SIOPSA conference in Pretoria, South Africa;

2005 Workshop on burnout and work-life balance (Prof. Wilmar Schaufeli, Utrecht University & Dr. Sabine Geurts, Nijmegen University)

8.1.1 Papers presented at national conferences

- 2022 Minaar C & **Koekemoer E.** 2022, July. How can career resources and career adaptability help your career success., 24th annual Siopsa conference, virtual.
- 2021 Kekane, E & **Koekemoer, E** (2021, July) Decent work among blue-collar workers, Annual SIOPSA Conference, 2021 Pretoria, South Africa.
- 2015 Du Toit, A., **Koekemoer, E.**, & Nel, J.A. (2015, July). *Psychometric properties of two subjective career success instruments, utilizing EFA and CFA analyses* [Paper presented]. 17th Annual SIOPSA Conference 2015, Pretoria, South Africa.
- 2015 O'Neil, S., & **Koekemoer, E.** (2015, July). *A critical review of qualitative research papers over the last 2 decades in IOP, Psychology and HR* [Paper presented]. 17th Annual SIOPSA Conference 2015, Pretoria, South Africa.
- 2014 De Wet, W., & **Koekemoer, E.** (2014, July). *The Influence of Information and Communication Technology on Employees' Work and Family Domains* [Poster presented]. 16th Annual SIOPSA Conference 2014, Pretoria, South Africa.
- 2013 Visagie, S., & **Koekemoer, E.** (2013, September). *Exploring the attainment of career success: The role of the organisation* [Paper presented]. 25th SAIMS Conference 2013, Noth-West, South-Africa.
- 2011 Downes, C., & **Koekemoer, E.** (2011, July). *Work-life balance policies: Challenges and benefits associated with the use of flexitime within a South African organization* [Paper presented]. 13th Annual SIOPSA Conference 2011, Pretoria, South Africa.
- 2008 **Koekemoer, F.E.** & Mostert, K. (2008, October). Ill health of South African working females: Job and home characteristics, negative work-home interaction and ill health of employed females. Paper presented at the 5th Annual Conference of the International Conference on Contemporary Business, Somerset-West, South Africa.
- 2008 Attendance and paper presentation at the 5th Annual Conference of the International Conference on Contemporary Business, Somerset-West, South Africa.
- 2007 **Koekemoer, F.E.** & Mostert, K., (2007, May). Work-personal life interaction and cultural differences of South African employees. Poster presented at the 13th European Congress on Work and Organizational Psychology, Stockholm, Sweden.
- 2007 **Koekemoer, F.E.** & Mostert, K. (2007, June). South African employees' experience of work-life interaction: A phenomenological study. In K. Mostert (Chair), *Work-life balance in South Africa*. Symposium conducted at the 10th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- 2007 **Koekemoer, F.E.** & Mostert, K. (2007, June). Ill health of South African nurses and the relationship with job characteristics and negative work-home interference. In K. Mostert (Chair), *Work-life balance in South Africa*. Symposium conducted at the 10th Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria.
- 2007 Attendance and paper presentations at the SIOPSA 10th Annual Conference, Pretoria.
- 2006 Poster presentation at the First Positive Psychology Conference, Potchefstroom.

8.1.2 Papers/ Posters presented at International conferences

- 2024 **Koekemoer, E.**, & Kekana, E. (2024, January). *Unpacking the concept of decent work for blue-collar workers in SA*. Poster presentation at the 7th Biennial African Academy of Management conference, Cape Town, South Africa. (8-10 January).

- 2020 **Koekemoer, E.**, & Crafford, A. (2020, February) *The influence of family responsibilities on the career identity of Gen Y fathers* [Paper presented]. Careers Division Community Conference, Vienna, Austria.
- 2020 **Koekemoer, E.**, & Schaap, P. (2020, June). *Turnover intention and affective commitment of employed married women: The influence of specific work-nonwork interference dimensions* [Paper virtually presented]. Work and Family Researchers Network Conference, New York, United States.
- 2020 **Koekemoer, E.**, & Crafford, A. (2020, June). Exploring the family identity of Generation Y fathers in the context of dual earner relationships [Paper virtually presented]. Work and Family Researchers Network Conference, New York, United States.
- 2019 Olckers, C & **Koekemoer, E.** (2019, May). *The influence of work-family enrichment and subjective career success on work-related outcomes* [Paper presented]. The European Congress on Work and Organizational Psychology, Turin Italy
- 2019 **Koekemoer, E.**, & Claassen, I. (2019, May). *Exploring the family roles and responsibilities of generation Y fathers*[Poster presented]. 8th International Community, Work and Family Conference, Malta, Italy.
2019. Hoobler, J.M, **Koekemoer, E.**, Gericke, S. (2019, August). [Paper presented]. The 79th Annual Meeting of the Academy of Management, Boston, United States
- 2018 Hoobler, J.M., & **Koekemoer, E.** (2018, January). *Generalizability of Work-family Studies to the Global South? A Meta-analytic Test Using South African Research* [Paper presented]. The 4th Biannual Africa Academy of Management Conference, Ethiopia, East Africa.
- 2017 **Koekemoer, E.**, & Erxleben, E. (2017, May). *Exploring career success of Generation Y: Contentment with work and personal life* [Paper presented]. 7th International Community, Work and Family Conference, Milan, Italy.
- 2016 Hoobler, J.M., & **Koekemoer, E.** (2016). *Replication of Work-Family Research: Necessary for African Contexts or "Much Ado About Nothing* [Paper presented]. The 3rd Biannual Africa Academy of Management Conference, Kenya, East Africa.
- 2013 **Koekemoer, E** & Visagie, S. *Exploring the conceptualisation and attainment of managerial career success.* [Paper presented]. 8th international Conference (HRM-Network), Leuven, Belgium, 13-16 November, 2013
- 2013 Jonker, CS., **Koekemoer, E.**, & Nel, J.A. (2013). *Testing a positive psychological wellbeing model.* [Paper presented] The Annual Paris Business and Social Science Research Conference 4-5 July. Received the Best paper award at the conference
- 2012 Nel., J.A, **Koekemoer, E.**, & Nel. J. (2012). *Home characteristics, Nonwork-work role demands effects on the wellbeing of dual-earner parents.* [Paper presented] The Inaugural conference of the Work and Family Researchers Network (WFRN). 13-16 June 2012
- 2012 De Wet, J.W., Van Zittert, P., & **Koekemoer, E.** (2012). *Differences in the Well-being of Dual-earner parents with young children.* [Paper presented] the Inaugural conference of the Work and Family Researchers Network (WFRN). 13-16 June 2012
- 2011 **Koekemoer, E.** & Downes, C. (2011, Sept). *Work-life balance policies, the use of flexitime.* [Paper presented] ICCB, Perth, Australia. International Conference On Contemporary Business

2011 De Klerk, M., Steyl, J.M.B. & Koekemoer, E. (2011, May). *Conflict between work and non-work roles of employees in the mining industry: Prevalence and differences between demographic groups*. [Poster presented] The 15th European Congress on Work and Organizational Psychology, Mecc Maastricht, Maastricht, The Netherlands.

2009 Koekemoer, F.E. & Mostert, K. (2009, May). *Measuring the interference between work and different roles in the private life: The development of a new measuring instrument*. [Poster presented] 14th European Congress of Work and Organisational Psychology, Santiago de Compostela, Spain.

8.2 Teamwork and collaboration with others:

8.2.1 Other researchers (national and international)

National collaborators:

Prof Jenny Hoobler (Meta-analyses work-family interface project concluded 2020)– produced several conference papers and one publication in the African journal of Management.

Prof Chantall Olckers (Investigating subjective career success with a phenomenological network of variables – ongoing project) produced one international conference paper and 1 international journal article (B-rated journal), and several book chapters in scholarly books

Prof Pieter Schaap (measurement and psychometric properties of the MACE instrument – ongoing project) – national publication and one international conference presentation.

Dr Anne Crafford – (GenY employees’ career success and work-family interaction – ongoing project data collection completed) – two international conference presentations, one National publication, one international publication in process for submission

Prof Nassiam Carrim – Co-author of book chapter in scholarly book on topic of work-family balance.

8.2.2 Other research institutions (national and international)

National Collaborators North-West University

Prof Lene Jorgensen –Co-author one international article (B-rated journal)

Prof Cara Jonker – Co-author one International article (A-rated)

Dr Marissa Brouwers (work-family enrichment project – ongoing)

Prof Ameta Yaga- University of Cape Town (involvement in the *African Work and Family Researchers Network*)

8.2.3 Industry

N/A

8.3 Membership in national and international bodies

Health Profession Council of South Africa – category Independent practice Industrial Psychology

South African Board for People Practices – category Chartered HR professional

8.4 Visits to local and overseas universities or research institutes as guest professor/guest lecturer or researcher

In 2005, as a Masters student, I visited the Nijmegen University, in the Netherlands and met with Dr. Sabine Geurts (work-family researcher) as part of an ongoing work-home interaction project. I continued my research within the topic of work-family interface during my Phd Studies (2006-2010).

9. MANAGEMENT AND ADMINISTRATIVE DUTIES

I am the program coordinator for the IOP Honours programme and serve on the financial and postgraduate committee within the HRM department. I am on the review committee within the department for PhD and Master students as well as the panel reviewing their research proposals. I serve on the Advisory Board of the department. I am also editing the departmental newsletter and organizing the annual prize giving function of the department.

10. COMMUNITY SERVICE/ ACADEMIC CITIZENSHIP

10.1 Outreach projects

(e.g. project titles, institutions and communities involved, etc.)

Acting as external examiner and moderator for Industrial Psychology courses (IOPS 311) at the North-West University (IOPS 311). (2017 and 2018, 2020)

Acting as external moderator for qualitative research on honours and masters level for the University of Johannesburg (2017 and 2018)

Acting as external moderator for career psychology module on honours level at North-West University (2019)

Acting as external moderator for Organisational Behaviour undergraduate level North-West University 2019

Acting as external moderator for Organisational Behaviour undergraduate level North-West University 2021

Acting as external moderator for Organisational Behaviour postgraduate level, North-West university 2021/2022

10.2 Professional service performed

Supervising internships of IOP intern students for the HPCSA

2017 – 1 (completed)

2018 – 3 (completed)

2019 – 3 (completed)

2020- 1 (in process)

2021- 1 (in process)

2021 -

10.3 Journal editorial and referee involvement

Journals

- **Reviewer**

Have reviewed several articles for local as well as international journals e.g South African Journal of Industrial Psychology, South African Journal of Psychology and South African Journal for Human Resource Management, Review of Managerial Science.

- **Section editor**

I am a section editor at the South African Journal of Industrial Psychology responsible for editing and working with the SAJIP team to commission expert reviews and rapporteur reports for the peer-

reviewed journal. The section editor also edits articles and reviews, works directly with authors, providing active editorial guidance, and works with the editorial team to identify and select articles to be published in the Journal. The section editor also reviews articles for any errors, and is responsible for a detailed factual checking of the education section at the final stage to ensure that there are no errors.

Dissertations

Acted as external examiner for at least 15 Master's dissertations for UNISA, UJ, Rhodes University and UCT.

10.4 Involvement with other universities/scientific institutions/professional bodies/societies

Participation in SANPAD ARCI (Advanced Research Capacity Initiative) Programme for young academic researchers in tertiary institutions. Programme / Course attended July 2010 in Durban.
In 2014 I served on the Review Committee of the annual conference of the Society for Industrial and Organisational Psychology of South Africa

10.5 External examination or moderation duties

Dissertations

- Acted as external examiner for at least 10 Master's dissertations for UNISA, UJ, Rhodes University and UCT.

11. AWARDS AND SCIENTIFIC/SCHOLARLY RECOGNITION

11.3 Teaching awards and prizes

ITUN Teaching in excellence award received in 2012 from the North-West University
SIOPSA Best IOP Academic of the year 2022

11.4 Research awards

Nominated for most productive junior researcher at NWU 2012
Nominated for the EMS Senior Researcher in Management Sciences Award at University of Pretoria in 2020/2022.

12. REFERENCES

Association: Prof. Chantal Olckers	Co-researcher, University of Pretoria University of Pretoria	Tel : 012 420 3435 e-mail : Chantal.Olcker@up.ac.za
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Association: Karel Stanz	Colleague and Previous HOD Department of HRM, University of Pretoria	Tel : 012 420 3434 Email : Karel.Stanz@up.ac.za
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Melinde Coetzee	Previous Editor-In-Chief SAJIP	Tel : 012 429 8204 e-mail: Coetzm1@unisa.ac.za
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