**CURRICULUM VITAE**

**EILEEN KOEKEMOER**

##### **UNIVERSITY OF PRETORIA: FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES**

CURRICULUM VITAE  
EILEEN KOEKEMOER

**DATE: 15sept 2022**

**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** | | | ☒ | | **Male** | | ☐ | |
| **Place of birth** | Click or tap here to enter text. | | | | | | **Date of birth** | | | | | Click or tap here to enter text. | | | | | | | | |
| **Population group** | **African** | **☐** | **Coloured** | **☐** | | **Indian** | | | **☐** | | **White** | | | **☒** | | **Other** | | | | ☐ |
| **Department** | Human Resource Management | | | | | | **Position** | | | | Associate Professor | | | | | | | | | |
| E-mail | [Eileen.koekemoer@up.ac.za](mailto:Eileen.koekemoer@up.ac.za) | | | | | | | | | | | | | | | | | | | |
| **Date of appointment** | 1 Jan 2014 | | | | **Permanent full-time** | | | | | ☒ | | | **Contract/term**  **(no of hours per week)** | | | | | ☐ | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **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 | | ☐ |
| MCom (Cum Laude) | Industrial Psychology | | NWU | 2006 | | ☒ |
| BCom Honours (Cum laude) | Industrial Psychology | | NWU | 2005 | | ☒ |
| BCom (Cum Laude) | Communication | | Potchefstroom University for Christian Higher Education (PU vir CHO) | 2004 | | ☒ |
| **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 | |
| 1st 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** *(e.g. second year, Masters)* | **Self-developed**  *(Yes or No)* |
| **MKB804 / IPS 802 (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. | | |
| **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 six master’s students on their mini-dissertations within the department 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)  BSKP 617 (Research Methodology)  BSKP 623 (Research Report)  BSKP 626 (Work Wellness) | 2008 | North-West University (NWU) |
| 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. |

|  |
| --- |
| **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 | *Category: Industrial* | Health Professions Council of South Africa (HPCSA) | | 2006 | Intern Psychologist (PSIN 0099864) | *Category: Industrial* | HPCSA | | 2007 | Registered Industrial Psychologist  (PS 0100595) | *Category: Industrial* | HPCSA | | 2013 | Registration with the South African Board for People Practices (SABPP) | *Category: Chartered HR professional* | 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  *Conflict between work and non-work roles of employees in* | E Koekemoer |  | 2 | | 1 Published article | |
| J. Nel  (20036035) | **M Com**: completed in 2011  *Home characteristics, nonwork-work interference and well-being of dual-earner parents* | E Koekemoer |  | 3 | | Distinction and 1 Publication | |
| C. Downes  (22345507) | **M Com**: completed in 2011  *Work-life balance policies: The use of flexitime within a South African organisation* | E Koekemoer |  | 2 | | Distinction and  2 Publications | |
| J. Oosthuizen  (12863858) | **MA**: completed in 2012  *Job characteriscs, work-nonwork interference and the role of recovery strategies among employees in a tertiary institution* | E Koekemoer | K.Mostert | 2 | | Distinction and 1 publication | |
| A.S. Hindley  (20765622) | **M Com**: completed in 2012  *Job characteristics, work-nonwork interference and coping among religious ministers* | E Koekemoer |  | 3 | | Distinction and 1 publication | |
| A.M du Toit  (23653825) | **M Com**: completed in 2013  *Investigating the psychometric properties and predictors of two subjective career success instruments* | 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  *The influence of information and communication technology on employees’ work and family domains.* | E Koekemoer |  | 3 | | Distinction and 2 publications | |
| M. de Klerk  (12377953) | **PhD: completed in 2014**  *Work-family enrichment in the South African context* | E Koekemoer |  | 4 | | 2 publication | |
| Robyn Cross (14381070) | **M Com**: completed in 2015 *The influence of work-family interaction on work-related outcomes* | E Koekemoer |  | 2 | | I publication | |
| Le Roux Fourie | **M Com**: completed 2016 *The experience of career success of blue-collar workers: an exploratory study* | E Koekemoer |  | 3 | | 1 International publication | |
| Rachelle Roos | **M Com:** completed 2016 *Investigating work-nonwork interference among working fathers* | E Koekemoer |  | 1.5 | | Completed | |
| Emari Erxleben (528160607) | **M Com: Completed 2016** *Exploring the perceptions of generation y employees regarding career success and the interaction between their work and personal lives* | E Koekemoer |  | 3 | | Distinction | |
| Cherise Nel  0000-0002-7698-1066 | **M Com: Completed 2017**  *Investigating the mediating role of career success in the relationship between work-family enrichment and work-related outcomes* | E Koekemoer |  | 2 | | 1 International publication | |
| Nicola Putter  [orcid.org/0000-0003-0867-9348](http://orcid.org/0000-0003-0867-9348) | **M Com: Completed 2017**  *Exploring the relation between work-family enrichment, psychological ownership, subjective career success and commitment* | E Koekemoer | C Olckers | 2 | | Completed | |
| Micaela Petrou  [orcid.org/0000-0003-3834-782X](http://orcid.org/0000-0003-3834-782X) | **M Com: Completed May 2018**  *Exploring employees work-life balance and career success: An organisational perspective* | E Koekemoer |  | 2.5 | | Distinction  1 scholarly Book chapter | |
| Ilze claassen  [0000-0003-3115-0338](http://orcid.org/0000-0003-3115-0338) | **M Com: Completed 2017** *Exploring the family roles and responsibilities of generation y fathers and its influence on their careers*  *Exploring the family roles and responsibilities of generation y fathers and its influence on their careers* | E Koekemoer |  | 2 | | completed | |
| Cecile Cloete0000-0003-0444-519X | **MCom: Completed feb 2019**  *INVESTIGATING WOMEN IN MALE-DOMINANT INDUSTRIES: WORK-FAMILY INTERFACE AND SUBJECTIVE CAREER SUCCESS AS PREDICTORS OF TURNOVER INTENTION AND AFFECTIVE COMMITMENT* | E Koekemoer |  | 2.5 | | Distinction | |
| Mine Grobler | **Mcom completed aug 2019** | E Koekemoer | S O’Neil | 2.5 | | Completed | |
| Ingrid Lombaard | **MCcom completed 2019** *Work life balance and personality* | E Koekemoer |  | 2 | | Completed | |
| Ruan Botha | **Mcom completed 2019** *Outcomes of work family culture and work life balance* | E Koekemoer |  | 2 | | Completed | |
| Erik Swart | **Mcom completed 2020** *The role of grit in the relationship between pe-fit and subjective career success* | E Koekemoer |  | 2 | | Completed  Distinction | |
| Zilmarie Carstens | **Mcom completed 2020**  *The role of resilience in the relationship between pe-fit and subjective career success* | 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 | | Successfully completed  1 article accepted for 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 |
| Brigette 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 202****1** CAREER RESOURCES AND CAREER ADAPTABILITY AS PREDICTORS OF  SUBJECTIVE CAREER SUCCESS | E Koekemoer |  | | 2 | Completed |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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** |
| Caitlin Martins | M Com:2021 | Family supportive supervisor behaviour, work-family conflict and subjective career success | E Koekemoer |  | 2021 |
| Chantal Fourie | M Com: 2021 | The influence of supportive supervisor behaviour on work-family culture and subjective career success | E Koekemoer |  | 2021 |
| Anja Schultheiss | M Com: 2021 | The role of self-efficacy and resilience on the relationship between career commitment and subjective career success | E Koekemoer |  | 2021 |
| Megan Jay | M Com IOP: 2022 | Job crafting, work-family enrichment and subjective career succss |  |  | 2022 |
| Zakiyya Gani | Mcom HR:2022 | Job crafting, Family supportive supervisor behaviour, spousal career support and subjective career success |  |  | 2022 |

**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.*  **In press**  Schaap, P & **Koekemoer, E**., De Klerk, M. Evidence for essential unidimensionality of the MACE Work to Family Enrichment measure: Explicating unidimensional model (mis)fit using BSEM. *South African Journal of Industrial Psychology* **(IBSS** **Scopus)**  **Under review**  **Koekemoer, E**. & Masenge, A. Decent work among blue-collar workers: Application of the Psychology of Working Theory. Submitted to Journal of Career Assessment  ***WoS, A-rated***  **Being prepared for submission**  **Published**  **2022**  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* (**WoS, B-rated)** online first publication  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, B-rated)**  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 well-being 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 Knoben, Tilburg University);  2006 Attendance of SIOPSA conference in Pretoria, South Africa;  2005Workshop 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**  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, Belguim, 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., & **Koekekmoer, 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.  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 Nederlands 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 |

|  |
| --- |
| **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) |

|  |
| --- |
| **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  **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.  SIOPSA Best IOP Academic of the year 2022 |

**12. REFERENCES**

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