

Karel Stanz

My research focuses on managing talent in organizations. I am interested in understanding how organizations attract, develop and retain talent in the workplace. My approach has been interdisciplinary drawing not only from the industrial psychology but also from organizational behavior human resource management and the management sciences. I am comfortable in both qualitative and quantitative research designs. I have a proven record as promoter and supervisor of postgraduate students. Since 2005, 8 doctoral and 19 masters' students have successfully completed their research and theses under my supervision and or co-supervision. (1PHD in 2010 and 6 Masters) I have delivered and co-delivered more than 40 conference papers on various topics. Two of the international papers were selected best papers presented. For the past 7 years I have been involved in research projects and he has authored and co-authored 23 refereed articles and papers, and 11 non-refereed publications published nationally and internationally.

2010

PHD STUDENTS

KONSTANT TL
2536555

Guidelines for evaluation of HIV and AIDS community-based organisations in Gauteng - to be changed
PhD: OB

MASTER STUDENTS

Da Silva-SCG
25091396

The relationship between Personality and Cognitive Ability

Tasneem Mohamed-
25227352

Towards understanding individual leadership development from an integral theory perspective

Geraldine WelbyCooke

The psychometric properties of a talent mindset index for a South African Aviator

Mumtaz Hajee-Osman
23085933

Women's perception of the factors that affect career advancement

Mrs. L. Diedericks
93858516

A model for the implementation of a mentoring programme within a metro municipality

Liesl du Plessis
2207452

Talent Management Benchmarking within a South African context

Natasha Gerber
22074644

The Experiences Of Retrenchment Survivors At A South African Automotive Manufacturer

JOURNAL PUBLICATION

Stanz, K.J. & Greyling, J. 2010. Voluntary Turnover in Nursing Employees in a Hospital Group in Gauteng. [SA Journal of Human Resource Management](#).

RESEARCH FUNDING

SANPAD Grant

Academic Talent Management for sustainability in Higher Education Institutions: A comparative study of the Netherlands and South Africa

BOOKS AND/OR CHAPTERS IN BOOKS

Stanz, K.J., (in press). *Performance Management and Appraisal* (Chapter 8). In G. Dessler (Ed.) *Human Resource Management* (12th ed.), Pearson, Upper Saddle River. (author of chapter)

Stanz, K.J., (in press). *Coaching, Careers, and Talent Management* (Chapter 9). In G. Dessler (Ed.) *Human Resource Management* (12th ed.), Pearson, Upper Saddle River. (author of chapter)

Stanz, K.J., (in press). *Training and development* (Chapter 10). In G. Dessler (Ed.) *Human Resource Management* (12th ed.), Pearson, Upper Saddle River. (author of chapter)

Stanz, K.J., (in press). *Managing Human Resources in Entrepreneurial Firms* (Chapter 16). In G. Dessler (Ed.) *Human Resource Management* (12th ed.), Pearson, Upper Saddle River. (author of chapter)

RESEARCH PROJECTS

Sloan Centre : The aging of Talent International

Oxygenz: **The Generation Y at Work** International

CONFERENCE PAPERS

Coldwell, D.A.L., Stanz, K.J. 2010. *A comparative analysis of Management academics' views of the measurability and equity in workloads and effects on knowledge creation: Towards a model of effective knowledge management in higher education. Conference proceedings of the 22th Annual conference and of the Southern African Institute for Management Scientists (SAIMS) Mpekwani Beach Hotel Port Alfred from 12-15 September.*

Barkhuizen, E.N., Janse van Rensburg, N.J., & Stanz, K.J. (2010). *The validation of a Safe Mindset Instrument for Managers, Shiftbosses and Miners of a South African Platinum Mine.* Paper accepted for publication in the refereed conference proceedings the 12th Biennial International Society for the Study of Work Values Conference, Lisbon, Portugal, 27-30 June.

Barkhuizen, E.N., Stanz, K.J., & Derman, L. (in review). *Linking organisational energy and individual well-being: The Influence of Leader's Talent Mindset.* Paper submitted for publication in the refereed conference proceedings of the 12th Annual Conference of Global Business and Technology Association, Kruger National Park, South Africa, 5-9 July.

Konstant, T; **Stanz, K.J.** 2010. Organisation-Centred Evaluation: Applying Paris In Evaluating Community-Based Organisations. IDEAS Global Assembly 2009 Birchwood, Gauteng, March 18th.

Puybaraud M., Stanz KJ Kruger S. 2010 **The Generation Y at Work in SA and the impact for FM in SA.** AFRICA Facilities Management – GLOBALLY RELEVANT ? South African Facilities Management Association conference. 24 and 25 August 2010 Airport Grand Hotel, Boksburg, Gauteng

Barkhuizen, E.N., Brand, C., Havenga, W., & Stanz, K.J. (2010). The validation of the Gallup Workplace Audit in a South African Petrochemical Company. Paper accepted for presentation at the 27th International Congress of Applied Psychology, Melbourne Australia, 11-16 July.

Casado, T. Stanz KJ, et al "*Passion and Compassion in Teaching: the Use of AOM Network*", submitted to the 2010 Academy of Management Meeting, August 6-10, in Montreal, Canada,

Julie Newman Yale Univ Karel Stanz. Visiting Prof McGill *An open dialogue on the importance of an international agenda for campus sustainability: Sustainability& Global Citizenship Education* THE 7TH ANNUAL NORTHEAST CAMPUS SUSTAINABILITY CONSORTIUM CONFERENCE. October 25-26, 2010 McGill Montreal Canada

Stanz, K.J, Barkhuizen, E.N The relationships between perceived Talent Management Practices, Perceived Organizational Support, Perceived Supervisor Support and intention to quit amongst Generation Y employees in the recruitment sector. 3rd Annual People and Organizations Conference at the Wharton School on October 8-9, 2010 University of Pennsylvania

Nagel, L & Haupt, S., Stanz, K.J. Lecturing Towards Success: Meeting, Managing Or Abandoning First-year Student Expectations SAAIR INTERNATIONAL FORUM: 21 - 23 September 2010 *University of Johannesburg, South Africa.*