



UNIVERSITEIT VAN PRETORIA  
UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA

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Faculty of Economic and Management Sciences

Department of Human Resource Management

Curriculum Vitae (shortened version)

(Full academic CV on request)

1. GENERAL INFORMATION	
<b>Title</b>	Dr
<b>Surname</b>	Olckers
<b>Initials</b>	C
<b>Name</b>	Chantal
<b>Departmental address (Postal address and physical address)</b>	Department of Human Resource Management Faculty of Economic and Management Sciences EMS Building, Room 3-95 University of Pretoria Lynnwood Road Pretoria 0001 South Africa
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2. ACADEMIC QUALIFICATIONS OBTAINED				
Degree/ Diploma	Field of study	Higher education institution	Year	
B Com (Personnel Management)	HR	University of Pretoria	1991	
B Com Hons (Personnel Management)	HR	University of Pretoria	1992	
MCom (Personnel Management)	HR	University of Pretoria	1994	
PhD (Human Resource Management)	HR	University of Pretoria	2011	

  

3. WORK EXPERIENCE TO DATE		
Name of employer	Capacity and/or type of work	Period From mm//yy to mm//yy
Portnet, a Division of Transnet	Research Officer: Remuneration	Dec 1992 – Nov 1993
Portnet, a Division of Transnet	HR Consultant: Recruitment and	Des 1993 – April 1996

	Selection	
University of Pretoria	Lecturer	Since May 1996
University of Pretoria	Senior Lecturer	Since January 2012

#### 4. TEACHING ACTIVITIES

4.1 Courses presented (all currently)		
Course	Level (e.g. second year, Masters)	Self developed (Yes or No)
BDO 110 (Afr.) Introduction to Industrial and Organisational Psychology	First year level	Yes
BDO 272 (Afr. & Eng.) Psychometrics	Second year level	No
BDO 319 (Afr. & Eng.) Human resource provision	Third year level	Yes
BDO 371 (Afr. & Eng.) Human resource management practices	Third year level	Yes
BBG 700 (Group dynamics )	Hons	Yes
Dissertations	Hons and Masters level	N/A

#### 5. OTHER TEACHING OPPORTUNITIES

Membership of national and international bodies
<ul style="list-style-type: none"> <li>Registered as an Industrial Psychologist with the Health Professions Council of South Africa (HPCSA)</li> <li>Registered as a Master Human Resource Practitioner Generalist with the South African Board for Personnel Practice (SABPP)</li> <li>Registered as a full member of SIOPSA.</li> <li>Certified Assessor of the ETQA of the South African Board of Personnel practice (SABPP)</li> <li>Member of the European Association for Work and Organisational Psychology (EAWOP)</li> </ul>

#### 6. RESEARCH ACTIVITIES

Over 20 masters' students have completed their studies under my supervision.

#### 7. RESEARCH OUTPUTS

7.1 Publications in peer-reviewed or refereed journals
<ul style="list-style-type: none"> <li>Schaap, P; Buys, MA; <b>Olickers, C.</b> 2003. The construct validity of Schepers' locus of control inventory for Black and White tertiary students. <i>South African Journal of Industrial Psychology</i>, 29(1), 32-43.</li> <li>Berg, A; Buys, MA; Schaap, P; <b>Olickers, C.</b> 2004. The comparability of the construct validity of Schepers' locus of control inventory for first and second language respondents. <i>South African Journal of Industrial Psychology</i>. 30(3), 87-96.</li> </ul>

- Vorster, M; Buys, MA; **Olckers, C**; Schaap, P. 2005. The construct equivalence of the job diagnostic survey for diverse South African cultural groups. *South African Journal of Industrial Psychology*, 31(1), 31-37.
- Buys, M.A., **Olckers, C**, & Schaap, P. 2007. The construct validity of the revised job diagnostic survey. *South African Journal of Business Management*, 38(2), 33-40.
- Madurai, M., **Olckers, C**. & Buys, M.A. 2008. The construct validation of an instrument designed to assess organisational socialisation. *South African Journal of Industrial Psychology*, 34(1), 1-9.
- Buys, M.A., **Olckers, C**. & Steyn, G.J. 2009. Studying social identity: A multi-method approach. *Gabek IV, Linguistic Structures, Theory and Practice*, 257-273.
- **Olckers, C.**, Buys, M.A., & Grobler, S. 2010. Confirmatory factor analysis of the Multi-dimensional Emotional Empathy Scale in the South African context. *South African Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde*, 36(1), Art. #856, 8 pages. DOI: 10.4102/sajip v36i1.856
- **Olckers, C.**, & Du Plessis, Y. (2012). Psychological ownership: A managerial construct for talent retention and organisational effectiveness. *African Journal of Business Management*, 6 (7), 2585-2596. DOI: 10.5897/AJBM11.1018
- **Olckers, C.**, & Du Plessis, Y. (2012). The role of psychological ownership in retaining talent: A systematic literature review. *SA Journal of Human Resource Management/SA Tydskrif vir Menslikehulpbronbestuur*, 10(2), Art. #415, 18 pages.

## 7.2 Published full-length conference papers/keynote addresses

- Buys, M.A., Ehlers, L., **Olckers, C**. & Barendrecht, C. 1997. Systems Thinking: The Management of Quality of Worklife in a Multicultural Society. In Avallone, F., Arnold, J. & De Witte, K. (Eds.), *Feelings in Europe, Vol.3*, Geurini Studio, Milano. (Published refereed presentation.)
- Brand, H E., & **Olckers, C**. 1998. Utilising basic management Principles in Sport Training: A South African school sport case study. In Harbridge,R, Gadd, C. & Crawford, A. (Eds). *Current Research in Industrial Relations*. (Published refereed presentation.)
- **Olckers, C**, Buys, MA and Erasmus,JJ. 2000. Multi-skilling: The experience of the South African Automotive manufacturers industry. Proceedings of the 12<sup>th</sup> Annual SAIMS Conference on challenges for management and leadership, Midrand, CD.
- **Olckers, C.**, Buys M.A., & Schaap P. 2005. The construct validity of the revised job diagnostic survey in the multicultural South African context. Proceedings of the 6<sup>th</sup> Industrial & Organisational Psychology Conference, Surfers Paradise, Australia, June 2005.

## 8. NATIONAL AND INTERNATIONAL CONFERENCES ATTENDED AND PAPERS DELIVERED SINCE 1996

### National

- 3<sup>rd</sup> Industrial Psychology Conference, Pretoria, June, 2000 - Attended

- 12<sup>th</sup> Annual SAIMS Conference on challenges for management and leadership, Midrand, November 2000 – Present a paper together with Buys, MA and Erasmus, JJ titled: “Multi-skilling: The experience of the South African Automotive manufacturers industry”.
- 9<sup>th</sup> South African Psychology Congress, Johannesburg, 23-26 September 2003 – Attended
- 7<sup>th</sup> Industrial Psychology Conference, Pretoria, 23-25 June 2004. - Attended
- 18<sup>th</sup> National SAIMS Conference, Stellenbosch, 13-15 September 2006. – Present a paper titled: “Construct validation of an instrument designed to assess organisational socialisation”. – This paper was nominated for the Best Conference Paper Award and ended in the final three.
- Attended the 11<sup>th</sup> Industrial Psychology Conference, Pretoria, June 2008. Present a paper titled: “The relationship between the WSSP and the LPCAT”.
- International Conference On Contemporary Business, ICCB, Somerset West, Western Cape, 30 September 2008 – 02 October 2008. – Presented a paper titled: The Construct validity of a Multi-dimensional Empathy Scale in the South African Context.
- Attended the 2011 Annual SIOPSA Conference from 26-28 July: Presented an interactive poster titled: “Psychological ownership: Development of a multi-dimensional measure for South African organisations”.
- 21<sup>st</sup> Congress of the International Association for Cross-Cultural Psychology (IACCP) in Stellenbosch, South Africa from 17- 21 July, 2012. The paper was titled: *The construct equivalence of the South African Psychological Ownership Questionnaire (SAPOS) for diverse South African cultural groups*. As part of the conference, a workshop on Structural Equation Modelling was attended.

#### **International**

- 8<sup>th</sup> European Congress on Work and Organisational Psychology, Verona, Italy, April 1997. – Presented a paper titled: “Systems Thinking: The Management of Quality of Worklife in a Multicultural Society.”
- 11<sup>th</sup> Commonwealth & International Scientific Congress, Kuala Lumpur, Malaysia, September 1998. – Presented a paper titled: “Utilising basic management Principles in Sport Training: A South African school sport case study.”
- 6<sup>th</sup> Industrial & Organisational Psychology Conference, Surfers Paradise, Australia, June 2005 – Presented a paper titled: “The construct validity of the revised job diagnostic survey in the multicultural South African context.”
- 13<sup>th</sup> European Congress of Work and Organizational Psychology, Stockholm, Sweden, May 2007 – Presented a paper titled: “The construct validity of Litwin & Stringer’s Organizational Climate Questionnaire in a South African Context.”
- 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago Del Compostela, Spain, May 2009 – Presented a paper titled: “Psychometric properties of the Burnout Inventory.”
- 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago Del

Compestela, Spain, May 2009 – Presented a paper titled: “21st Century Team Paradoxes: A South African Organisational Perspective”.

- 15<sup>th</sup> European Congress of Work and Organizational Psychology (EAWOP), Maastricht, Netherlands, 25-28 May 2011 – Presented a paper titled: “Psychological ownership: a multidimensional theoretical framework enhancing organisational effectiveness”.
- 15<sup>th</sup> European Congress of Work and Organizational Psychology (EAWOP), Maastricht, Netherlands, 25-28 May 2011 – Presented a poster titled: Factors influencing manager’s decisions on reasonable accommodation for employees with hearing disabilities”.
- 11<sup>th</sup> World Congress of the International Federation of Scholarly Associations of Management (IFSAM), 26-29 June 2012, University of Limerick, Ireland. Paper titled: *Psychological ownership and the retention of talent in the 21<sup>st</sup> century world of work.*
- 21st Congress of the International Association for Cross-Cultural Psychology (IACCP) in Stellenbosch, South Africa from 17- 21 July, 2012. The paper was titled: *The construct equivalence of the South African Psychological Ownership Questionnaire (SAPOS) for diverse South African cultural groups.* As part of the conference, a workshop on Structural Equation Modelling was attended.
- I was invited as a speaker to deliver a paper titled: *Investigating psychological ownership: Is it a missing factor in talent retention?* at the 9<sup>th</sup> HR Africa Summit held at the Sandton Convention Centre from 8-12 October 2012.

## 9. COMMUNITY SERVICE OR PROFESSIONAL SKILLS

### Involvement with other universities / scientific institutions

- Act as external examiner for UNISA, UJ and WITS for Master dissertations.
- Moderation of examination papers for UNISA on third year level as well as for short courses.
- Act as reviewer for the South African Journal of Industrial Psychology, South African Journal of Human Resource Management as well as the SA Business Review.

## 10. TEACHING AWARDS

### Teaching awards

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