

# CURRICULUM VITAE

## PIETER SCHAAP

### 1. BIOGRAPHICAL SKETCH

#### 1.1 GENERAL INFORMATION

<b>Surname</b>	Schaap									
<b>First names</b>	Pieter				<b>ID Number</b>					
<b>Citizenship</b>	RSA				<b>Title</b>	Prof	<b>Female</b>	<input type="checkbox"/>	<b>Male</b>	<input checked="" type="checkbox"/>
<b>Place of birth</b>	Zimbabwe				<b>Date of birth</b>		1959/10/24			
<b>Population group</b>	<b>African</b>	<input type="checkbox"/>	<b>Coloured</b>	<input type="checkbox"/>	<b>Indian</b>	<input type="checkbox"/>	<b>White</b>	<input checked="" type="checkbox"/>	<b>Other (Please specify)</b>	
<b>Current Employer</b>	Department of Human Resources Management, University of Pretoria, RSA				<b>Position</b>		Associate Professor			
<b>Direct Telephone</b>	012 4203304				<b>Direct Telefax</b>		012 4203574			
<b>E-mail</b>	pieter.schaap@up.ac.za									
<b>Date of appointment</b>	January 1993				<b>Permanent full-time</b>		<input checked="" type="checkbox"/>	<b>Temporary full-time</b>		<input type="checkbox"/>

#### 1.2 ACADEMIC QUALIFICATIONS OBTAINED

Degree/ Diploma	Field of study	Higher education institution	Year	Distinctions
Diploma in Food Technology	Food Sciences	Technikon Pretoria	1982	
BCom (Personnel Management)	Human Resources Management	University of Pretoria	1989	With distinction
BCom (Hons)(Personnel Management)	Human Resources Management	University of Pretoria	1990	
MCom (Personnel Management)	Human Resources Management	University of Pretoria	1992	With distinction
DCom (Human Resources Management)	Human Resources Management	University of Pretoria	2000	

<b>1.3 WORK EXPERIENCE TO DATE</b>		
<b>Name of employer</b>	<b>Capacity and/or type of work</b>	<b>Period From mm//yy to mm//yy</b>
NCD and Langeberg Cooperative Ltd	Food Technologist	1983 - 1987
Dept of Human Resources Management University of Pretoria	Junior Lecturer Psychometrics	01/01/1991-30/11/1992
Dept of Human Resources Management University of Pretoria	Lecturer: Individual Processes, Psychometrics, Competency assessment	01/01/1993-01/02/1996
Dept of Human Resources Management University of Pretoria	Senior Lecturer: Individual Processes, Psychometrics, Competency Assessment,	01/03/1996-28/12/2005
Dept of Human Resources Management University of Pretoria	Associate Professor: Individual Processes, Psychometrics, Competency Assessment,	01/01/2006-present

## 2. TEACHING ACTIVITIES

<b>2.1 Courses presented at University of Pretoria</b>		
<b>Course (Industrial and Organisational Psychology)</b>	<b>Level (e.g. second year, Masters)</b>	<b>Self developed (Yes or No)</b>
BDO 110 (Industrial and Organisational Psychology: Individual Processes)	First	Yes
BDO 272 (Industrial and Organisational Psychology: Psychometrics)	Second	Yes
BDO 372 (Industrial and Organisational Psychology: Psychometrics)	Third	Yes
PSK 700 (Industrial and Organisational Psychology: Psychometrics)	Honors	Yes
PHD Organisational Behavior (2 modules Research Methodology)	Phd	Yes

### 3 TEACHING OUTPUTS

#### 3.1 Educational publications and products

- Curriculum development and course design for BDO 110, BDO 272, BDO 372, PSK 700 and Phd courses at the first year, second year, third year, honors and Phd levels.
- Course update and course presentation at the first year, second year, third year, honors and Phd level.
- Schaap, P. (1992). Leerbenaderings van studente in die Ekonomiese en Bestuurswetenskappe: implikasies vir onderrig/ Learning approaches of students in the Economic and Management Sciences. *UP-Dosent/UP-Lecturer*, 14(1). pp
- Schaap, P. & Buys, M.A. 1995. Bevorder universiteite onafhanklike leer?/Do universities promote independent learning,? *South African Journal of Higher Education*, 9(1). pp 128-136.
- Schaap, P, 2000. *Die ontwikkeling van 'n leerbenaderingsvraelys vir volwassenes/The development of a learning approaches questionnaire for adults*, Ongepubliseerde Doctorale Proefskrif, Universiteit van Pretoria, Pretoria.

### 4 RESEARCH ACTIVITIES

#### 4.3 Obtaining research funds (Optional)

Origin of research funds (e.g. contract research, THRIP, international funding organisations, other(s))	Title of research project or programme	Duration	Money allocated (R) (Optional - exact amounts not required)
University of Pretoria (UP) post-doctoral grant for extended research:	Investigating the test bias of selected PIB/SpEEx- tests for race and language groups in organisations and training institutions / 'n Ondersoek na die sydigheid van geselekteerde PIB/SpEEx-toetse vir rasse- en taalgroepe in organisasies en opleidingsinstansies/	3 years	

### 5 RESEARCH OUTPUTS

#### 5.1 Publications in peer-reviewed or refereed journals

- Schaap, P. & Buys, M.A. 1995. Bevorder universiteite onafhanklike leer?/Do universities promote independent learning? *South African Journal of Higher Education*, 9(1), pp 128-136.

- Schaap, P. (2001). Determining differential item functioning and its effect on the test scores of selected PIB indexes, using item response theory techniques. *SA Journal of Industrial Psychology*, 28(2), pp 32-36
- Schaap, P. & Basson, J.S. (2003). The construct equivalence of the Pib/Speex motivation index for job applicants from diverse South African cultural groups. *SA Journal of Industrial Psychology*, 29(3), pp 49-57.
- Schaap, P., Buys, M.A. & Olckers, C. (2003). The construct validity of Schepers' Locus of Control Inventory for black and white tertiary students. *SA Journal of Industrial Psychology*, 29(1), pp 32-43
- Schaap, P (2003). The construct comparability of the PIB/SpEEEx Stress Index for job applicants from diverse cultural groups in South Africa. *South African Journal of Psychology*, 33(2). pp 95-102
- Berg, A., Buys, M.A., Schaap, P. & Olckers, C. (2004). The comparability of the construct validity of Schepers' locus of control inventory for first and second language respondents. *SA Journal of Industrial Psychology*, 29(1), pp 87-96
- Barnard, M. & Schaap, P. (2005). The concurrent validity of the technical test battery as an indicator of work performance in a telecommunications company. *SA Journal of Industrial Psychology*, 31.21(2). pp 71-77
- Vorster, M., Olckers, C., Buys, M.A. & Schaap, P. (2005). The construct equivalence of the job diagnostic survey for diverse South African cultural groups. *SA Journal of Industrial Psychology*, 31(1). pp 31-37.
- Coetsee, C. & Schaap, P. (2005) The relationship between leadership behaviour, outcomes of leadership and emotional intelligence. *SA Journal of Industrial Psychology*, 31(3), pp 31-38
- Cooper, J. Basson, J.S , Schaap, P. (2006) A training programme based on the principles of social constructivism and focused on developing people for the future world of work: an evaluation. *Human Resource Development International*, December issue (9.4).
- 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), pp 33-40
- Schaap, P & Vermeulen T & (2008). The construct equivalence and item bias of the Pib/Speex conceptualisation ability test for members of five language groups in South Africa" *SA Journal of Industrial Psychology*.34(3), pp 29-38
- Vermeulen LP & Schaap, P. (2009). Exploring the equivalence of the Aviation Gender Attitude Questionnaire (AGAQ) for South African and Australian Pilots: A cross-cultural comparison, *International Journal of Aviation Psychology*, Volume 19, Issue 4, October 2009 , pages 367 – 39

- Schaap, P (2011). The differential item functioning and structural equivalence of a non-verbal cognitive ability test for five language groups. *SA Journal of Industrial Psychology*. Volume 37, Issue 1 , pp 1-16

### 5.2 Non-refereed publications or popular articles

- Schaap, P. (1992). Leerbenaderings van studente in die Ekonomiese en Bestuurswetenskappe: implikasies vir onderrig/ Learning approaches of students in the Economic and Management Sciences: implications for teaching. *UP-Dosent*, 14(1),
- Schaap, P (2009). Essential skills that are assessed for at job entry level, World Wide Web (<http://www.careerssa.net/articles/>), Careers SA.

### 5.3 Technical reports

- Schaap, P. (1996). *Validation of the PIB*. Unpublished research report, no. Psig.3/96, University of Pretoria.
- Schaap, P. (1996). *An evaluation of the predictors of success in the physiotherapy degree course at the University of Pretoria*. Unpublished research report, no. Psig.1/96, University of Pretoria.
- Schaap, P. & Van der Walt, L.M. (1997). *The predictive and construct validity of the PIB in a Financial institution*. Unpublished research report, no. Psig. 4/97, University of Pretoria.
- Schaap, P. (1997). *Reliability analyses of the PIB*. Unpublished research report, no. Psig.1/97, University of Pretoria.
- Schaap, P. (1997). *Reliability and score distributions of the PIB*. Unpublished research report, no. Psig.2/97, University of Pretoria.
- Schaap, P. (1997). *Item analyses results for PIB indexes*. Unpublished research report, no. Psig.3/97, University of Pretoria
- Schaap, P. (2000). *A preliminary reliability analysis of the SpEEx*. Unpublished research report, no. Psig.1/2000, University of Pretoria.
- Schaap, P. (2000). *The development of Uni-PIB 2000*. Unpublished research report, no. Psig.2/2000, University of Pretoria.
- Schaap, P. (2001). *The psychometric properties of the SpEEx*. Unpublished research report, no. Psig.1/2001, University of Pretoria.
- Schaap, P. (2002). *The psychometric properties of the SpEEx (an update)*. Unpublished research

report, no. Psig.1/2002, University of Pretoria.

- Schaap, P. (2003). *The validity of the assessment centre in predicting managerial performance*. Unpublished research report, no. Psig.1/2003, University of Pretoria.
- Schaap, P. (2006). *The criterion related validity of the COMPINDEX for bank tellers*. Unpublished research report, no. Psig.1/2006, University of Pretoria.

<b>5.4 Former supervision or co-supervision (completed)</b>					
<b>NAME</b>	<b>Degree</b>	<b>TITLE</b>	<b>Supervisor</b>	<b>Co supervisor</b>	<b>Year</b>
Barnard, M.	M Com (HR Management)	The concurrent validity of an occupational assessment battery in a telecommunications institution.	P Schaap		2003
Brazelle, CA.	M Com (HR Management)	Die validering van die meganiese toets as billike voorspeller van drywerspotensiaal. <i>The validation of the mechanical test battery as predictor of driverspotential.</i>	P Schaap		2002
Coetzee, C.	M Com (HR Management)	Die verband tussen emosionele intelligensie en leierskap.	P Schaap		2003
Eigenhuis, G.	M Com (HR Management)	The predictive validity of the Neethling Brain profile instrument.	P Schaap		2000
Geldenhuis, EG.	M Com (HR Management)	'n Ondersoek na die differensiële funksionering van die "Raven's Standard Progressive Matrices" ten opsigte van Blanke en Swart Suid-Afrikaners.	P Schaap		1997
Grobler, S.	M Com (HR Management)	Die geldigheid van die potensiaalindeksbattery vir die voorspelling van kollegeprestasie by toetree-konstabels in die Suid-Afrikaanse polisie diens. <i>The validity of the potential index batteries as predictor of college performance of entry-level constables in the South African Police services</i>	P Schaap		2001
Hambley, D.	M Com (HR Management)	The validity of the SORT for Black employees.	P Schaap		1996
Krüger, J.	M Com (HR Management)	Die geldigheid en billikheid in die potensiaal-indeks battery (PIB) in die voorspelling van werksukses by administratiewe personeel. <i>The validity and fairness of the potential index batteries in predicting worksukses of administrative personnel</i>	P Schaap		2000
Muller, R.	M Com (HR Management)	Die geldigheid van die OPQ vir die voorspelling van werksukses. <i>The validity of the OPQ in predicting worksukses</i>	P Schaap		2003
Myburg, M.	M Com (HR Management)	Die persoonlikheidsprofiel en suksesvolle programmeerders: 'n Keuringshulpmiddel.	P Schaap		1998
Pretorius, SM.	M Com (HR Management)	The validity of the Potential Index Battery in predicting academic	P Schaap		2001

		performance of first year students in the courses Hospitality Management and Food Service Management at the Technikon Pretoria.			
Rademeyer, A.	M Com (HR Management)	The application of Psychometrics in SA organizations within a changing labour market.	P Schaap		1996
Steyn, L.	M Com (HR Management)	Die persoonlikheidsprofiel vir die suksesvolle fisioterapiestudent as 'n keuringshulpmiddel aan UP.	P Schaap		1996
Van der Walt, LM.	M Com (HR Management)	Die voorspellingsgeldigheid van sielkundige maatstawwe in 'n finansiële instelling. <i>The predictive validity of psychological measures in a financial institution.</i>	P Schaap		1997
Van Eeden, JJ.	M Com (HR Management)	Die geldigheidsbepaling van 'n vaardigheidstoets as 'n voorspeller van werksukses van klerklike personeel. <i>The validity determination of proficiency tests as predictor of worksukses of clerical personnel.</i>	P Schaap		1998
Van Zyl, PJ.	M Com (HR Management)	Die validering van die SA Polisiediens se keuringsbattery as voorspeller vir kollege prestasie. <i>The validation of the SA police services selection battery as predictor of college performance.</i>	P Schaap		1999
Ramiah, Subaschnee	M Com (HR Management)	The psychometric properties of the ELSA proficiency test		P Schaap	2004
Vorster, M.	M Com (HR Management)	The equivalence of factorial structures of the Job Diagnostic Survey for diverse South African cultural groups.		P Schaap	2003
Berg, A.	M Com (HR Management)	The comparability of the construct validity of Schepers' Locus of Control Inventory for first and second language respondents.		P Schaap	2003
Cooper, JH	M Com (HR Management)	A training programme based on the principles of social constructivism and focused on developing people for the future world of work: An evaluation.		P Schaap	2005
Van Vuuren, M	M Com (HR Management)	The construct equivalence of the PIB/SpEEx socialisation index for job applicants from diverse cultural backgrounds	P Schaap		2005
Bronkhorst, H.C.S	M Com (HR Management)	The construct and criterion related validity of human capital performance measures.	P Schaap		2006
Van Schouwenburg Y M	M Com (HR Management)	The construct equivalence and item bias of the PIB/SpEEx Observance scale for diverse language groups in South Africa	P Schaap		2006
Van der Merwe G	M Com (HR Management)	The construct validity of the First View for selection purposes in SA	P Schaap		2006
Vermeulen T	M Com (HR Management)	Determining the construct and item bias of the nonverbal conceptualization test that forms part of the PIB/SPEEX-battery for different language groups.	P Schaap		2007
De Sousa V	PhD	Family-work conflict, job satisfaction		P Schaap	2012

	(Organisational Behaviour)	and burnout for working women with children			
*Olickers C	PhD (IO Psychology)	A multi-dimensional measure of psychological ownership for South African organisations		P Schaap	2011
Naidoo P	PhD (IO Psychology)	The development of a scale to measure perceptions of the advanced automated aircraft training climate		P Schaap	2012
Logie M	M Com (HR Management)	Criterion related validity of an academic proficiency selection battery as predictor of academic performance for engineering students.	P Schaap		2010
Louw R	M Com (HR Management)	The relationship between ability, personality measures and academic performance: a concurrent validity study	P Schaap		2012
*De Franca M	M Com (HR Management)	Factorial validity and invariance of the emotional quotient inventory within an insurance company	P Schaap		2012
Mbiko SH	M Com (HR Management)	Development needs of HRD practitioners in the South African public service	P Schaap		2011
Louw L	M Com (HR Management)	The individual factors which cause construction workers to engage in unsafe behaviour: An explorative study towards the development of a model	P Schaap		2012

5.2 Post-graduate students currently under supervision					
Name of student	Degree	Project title	Supervisor	Co-supervisor(s)	Year first registration
Dippenaar M	PhD (Industrial and Organisational Psychology)	The impact of coaching on the emotional intelligence of leaders in a financial company	P Schaap		2012

## 6 OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

6.1 Participation in conferences, workshops and short courses - specify type of contribution
Provide full details of participation in national and international . Conferences etc
6.1.1 National
- Schaap, P. (1992). <i>Studente-selfwerksaamheid</i> . Fakulteitsimposium, Ekonomiese en Bestuurswetenskappe, 20 Mei 1992 / Student autonomy. Faculty Symposium, Economic and Management Sciences, 20 May 1992.



- Rademeyer, A. & Schaap, P. (1996). *The application of psychometrics in South African organizations within a changing labour market*. 2<sup>nd</sup> Annual Congress of the Psychological Society of South Africa, University of Witwatersrand, Johannesburg, September 1996.
- Minnaar, G & Schaap, P. (1997) *Assessing the recruitment process of potential affirmative action candidates in order to maintain consistent, fair and equitable selection*. Institute for International Research, Johannesburg, November 1997.
- Schaap, P. & Erasmus, P. (1997) *A holistic competency-based approach to job evaluation, assessment and job grading*. The Annual National Psychometric/Industrial Psychology Conference: Competency or Chaos? Implications for Selection and Development, Pretoria, June 1997.
- Schaap, P. (2000). *Determining differential item functioning and its effect on the test scores of selected PIB indexes, using item response theory techniques*. Paper presented at the Industrial Psychology Conference, Pretoria, June 2000.
- Schaap P., & Basson J.S (2001) *The development and validation of the learning approaches questionnaire (LAQ)*. Paper presented at the Industrial Psychology Conference, Pretoria, June 2001
- Schaap, P (2002) *The construct comparability of the PIB/SpEEEx Locus of Control Index for diverse cultural groups in South Africa*. Paper presented at the Industrial Psychology Conference, Pretoria, June 2002
- Coetzee, C. & Schaap, P., (2003) *The relationship between emotional intelligence and leadership styles*. Paper presented at the Industrial Psychology Conference, Pretoria, June 2003
- Barnard, M. & Schaap, P., (2003) *The concurrent validity of the Technical Test Battery as an indicator of work performance in a telecommunications institution*. Paper presented at the Industrial Psychology Conference, Pretoria, June 2003
- Schaap, P., (2003) *Using an HR system that has been specifically developed to ensure that all areas of your HR department are measured equitably and legally*. Paper presented at the Human Capital Measurement Conference, Sandton, August 2003
- Schaap, P. (2005). *A cost-effective practical solution to job-specific skill and knowledge testing as a method of increasing the validity and perceived fairness of pre-employment testing*. Paper presented at the Industrial Psychology Conference, Pretoria, June 2005.
- Bronkhorst, H. & Schaap, P., (2006). *The construct and criterion related validity of human capital measures of managerial performance*. Paper presented at the 9<sup>th</sup> annual Industrial Psychology

Conference, Pretoria, June 2006.

- Schaap, P (2007). *Job specific skill and knowledge testing as a cost effective and practical approach to determine skill gaps of employees*. Paper presented at the 9<sup>th</sup> annual Industrial Psychology Conference, Pretoria, June 2007.
- Schaap, P., & Logie M., (2010). *The validity of academic literacy tests and a learning potential test as a selection criterion for bursary students in the field of engineering*. Paper presented at the 12<sup>th</sup> annual Industrial Psychology Conference, Pretoria, June 2010.
- Schaap, P., (2011). *The content validation of a skill and ability test battery in respect of the minimum and inherent requirements of the job*. Paper presented at the 13<sup>th</sup> annual Industrial Psychology Conference, Pretoria, June 2011.

#### 6.1.2 International

- Buys M. A., Ehlers L.I. & Schaap P. (1998) *An integrated systems approach to teaching labour relations in South Africa*. 12 th AIRAANZ CONFERENCE, Wellington, New Zealand, February 1998.
- Schaap P., & Basson J.S. (2001) *The development of a psychometric instrument to determine the learning approaches of adults*. 10 th European Congress on Work and Organisational Psychology, Praha Czech Republic, May 2001
- Cooper, JH., Basson, J.S. & Schaap, P. (2005). *A training programme based on the principles of constructivism and focused on people for the future world of work: An evaluation*. 12<sup>th</sup> European Congress for Work and Organisational Psychology, Istanbul , Turkey, May 2005.
- Buys, M.A., Schaap, P. & Olckers, C. (2005). *Construct validity of the revised Job Diagnostic Survey in a South African context*. 6<sup>th</sup> Industrial and Organisational Psychology Conference, Surfers Paradise, Australia, July 2005.
- Schaap, P & Meiring D. (2008). *Value priorities among black, coloured, and white South-African students*, 19th International Congress of the International Association for Cross-Cultural Psychology, July 27-31, Bremen, Germany.
- Stanz, K., & Schaap, P. (2011) *The construct equivalence of a social skill measure for job applicants from diverse cultural backgrounds*. 15th Conference of the European Association on Work and Organisational Psychology, Maastricht, The Netherlands, May 2011
- Olckers, C., & Schaap. P. (2012). *Construct equivalence of the South African Psychological Ownership Questionnaire for diverse South African cultural groups*. 21 st Congress of the

International Association for Cross-Cultural Psychology (IACCP), Stellenbosch, July 2012.

## 6.2 Teamwork and collaboration with others:

Other researchers (national and international)

Other research institutions (national and international)

Industry

- Visited Britain in May 2000 as a member of the Potential Index Associates delegation on invitation by FT Knowledge (World Business Education) and Stewart Enterprises to supply expert advice on the PIB/SpEEx (Potential Index Batteries) and evaluate the product from a research point of view. The focus was the value of the psychometrics-related SmartStats statistical programme and the research done on the PIB/SpEEx.
- Initiated collaboration agreement with Psytech SA/UK (2000-2010) for the provision of psychological tests, software and best practices for incorporation in the BCom (Human Resources Management Honours) course as part of students practical training.
- Initiated collaboration agreement with SHL International (2000-2010) for the provision of psychological tests, software, online tests and best practices for incorporation in the BCom (Human Resources Management Honours) course as part of students practical training.
- Initiated collaboration agreement with Potential Index Associates (2000-2010) for the provision of psychological tests, software, online tests and best practices for incorporation in the BCom (Human Resources Management Honours) course as part of students practical training.

### a. Membership in national and international bodies

- Society for Industrial & Organizational Psychology (SIOPSA) : Member
- Registered Psychologist (Industrial) with the South African Health Professions Board
- Registered Master HR Practitioner (Research) with the South African Board for Personnel Practice (SABPP)

## 7 MANAGEMENT AND ADMINISTRATIVE DUTIES

7.1 List your involvement in departmental activities (e.g. administrative functions), faculty (e.g. faculty committees) or other university activities.

- Course administrator, curricula developer, coordinator and lecture for Psychometrics training for BDO 272, BDO 372 and PSK 700.
- Head of Psychometrics in the Department of Human Resources Management.
- Course lecturer and curricula developer for BDO 110 (second block)
- Lecturer and research methods module development for PhD (Organisational Behaviour): Test construction/Questionnaire development, Validity and Reliability, Item analysis and Factor analysis.
- Department representative: Faculty Research Committee
- Senate representative: Senate Committee for Academic Support, Measurement and Admission.

## 8 COMMUNITY SERVICE OR PROFESSIONAL SKILLS

### 8.1 Outreach projects

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

- Actively involved as a developer and presenter of certificate courses, registered with Continued Education at University of Pretoria (CE at UP).
  - o Situation Specific Job Profiling and Assessment Course (administrators course).
    - Approximately 350 people from the corporate and government environment attended the course from 2003 – 2009 (70 % disadvantaged black persons and 50% women)
    - Industry participants include Office of the Premier KZN, PPC cement, Goldfields, Impala Platinum, Bosch SA, Anglo Gold, Department of Correctional Services, Military Psychological Institute, Department of Labour etc.
  - o Human Resources Management Certificate Course.
  - o Human Resources Management Programme.
- Actively involved as a service provider in the business initiatives of Business Enterprises at University of Pretoria (BE at UP).
  - o Assessment center validation study for Sanlam
  - o Founder and managing the distribution of SkillCheck and Biddle Consulting test simulation software in SA.
  - o SASOL annual selection programme for engineering bursary students (2005-2011).
  - o Provide and administer selection tests for administrative personnel applications at University of Pretoria
  - o Conduct assessment centers for the selection of IT and other support services Managers at the University of Pretoria.
- Developed and updated the curriculum for two sections of the course in Industrial and Organisational Psychology (BDO 110) for National Colleges during 1995-1996.
- Made recommendations, based on the test results of applicants, to the selection committee for the physiotherapy degree course at the University of Pretoria during the period from 1993 to 1996.

- First line management competency assessment project for Anglo Operations Ltd – Leraarsfontein in 2006
- During 2006 I headed the project team that was tasked to conduct on behalf of CEatUP the competency assessments and feedback of top and senior management and staff members from Government's Department of Communications (DOC).
- During 2006 I headed the project team that was tasked to conduct on behalf of BEatUP the competency assessments and feedback of top and senior management and staff members from Manufacturing, Engineering and Related Services SETA (MERSETA).
- In June 2007, I was requested by Potential Index Associates and funded by Mott MacDonald Limited to showcase the RP EXPERT/COMPINDEX job profiling and assessment software to The Gambia's Department of State for Basic and Secondary Education. In total, 53 school Cluster Monitors (traditionally known as School Inspectors) were successfully assessment for core competencies. A report and feedback was supplied to concerned parties.
- Headed staff competency assessment project for the Office of the Premier Western Cape – 2008
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## 8.2 Professional service performed

- Provided the bulk of the research evidence required for the classification of the PIB psychological tests (20 tests) with the Professional Board of Psychology in 1998. The classification of tests is important in promoting ethical standards and best practices in Psychology and Psychometrics as a profession. The registrar of tests congratulated the test developers for the extent to which reliability and validity studies were performed. The registrar of tests is quoted as follows in a letter to the developers in 1998:  
*“ The validity and reliability of the PIBs have been systematically and comprehensively researched in various contexts. The tests developers should be congratulated for the variety and extent of validity and reliability studies included in the manual.*
- Appointed by the Psychometrics Committee of the Professional Board for Psychology in 2005 to evaluate the psychometric properties of “The African Profile Test” for purposes of test classification.
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## 8.3 Involvement with other universities/scientific institutions (N/A)

- I have been the external examiner for Unisa's psychological assessment course at honors level (2002-2010).
- Appointed as moderator for University of Johannesburg: Behavioural Research & Psychometric Evaluation (BSK07x 7) (2006 – 2010)
- I have also been appointed as examiner for numerous Masters thesis completed at the University of Stellenbosch, University of Johannesburg, UNISA and the University of Bloemfontein.
- Guest lecturer at the University of Johannesburg 2008/2009: Work sample skill testing using simulation technology, 1x3 hour lecture presented as part of the psychometrics post graduate internship programme.

- Guest lecturer at the University of South Africa 2009: Work sample skill testing using simulation technology, 1 hour lecture presented as part of the Master's Degree in Industrial Psychology.

#### **8.4 Referee duties**

(e.g. journals, dissertations/theses)

- Referee for the SA Journal of Industrial Psychology
- Referee for South African Journal of Psychology
- Referee for the SA Journal for Human Resources Management
- Member of the editorial panel: Southern African Business Review
- Section-editor (Psychometrics articles) (appointed in 2010 ), South African Journal for Industrial and Organisational Psychology

## **9 AWARDS AND SCIENTIFIC/SCHOLARLY RECOGNITION**

#### **10.1 Research awards and prizes**

- University of Pretoria (UP) post-doctoral grant for extended research