

SUMMARY

- PhD in Industrial Psychology (Job demands-resources theory and work-related well-being).
- International and local academic publications and conference presentations.
- Lecturing and student supervision experience.
- Solid background in organizational survey diagnoses and intervention report writing.
- Medico-legal consulting and report writing experience.
- Proficient with software such as: Mplus, SPSS, Microsoft Office, and Microsoft Excel.
- Fully Bilingual: Fluent in English and Afrikaans.

SKILLS AND EXPERIENCE HIGHLIGHTS AS:

Researcher

- Academic article writing (see publications list below).
- Local and international publications (Peer reviewed)
- Conference presentations (Local and international)
- Statistical analyses with Mplus:
 - Structural equation modeling (SEM)
 - Confirmatory factor analysis (CFA)
 - Categorical data analyses
 - Bayesian structural equation modeling (BSEM)
- Consulting (research and statistics) for colleagues and other research departments.
- Supervision of post-graduate students.
- Section Editor: South African Journal of Industrial Psychology (SAJIP)
- Reviewer for local and international journals (e.g. SAJHRM; JOMP; JOHP; IJHRM; ASC)

Lecturer / Senior Lecturer

- (2010-2012) Consumer behaviour, Operations management: *Pearson CTI, South Africa.*
- (2013) Psychometrics: Honours Psychology. *North-West University, Potchefstroom, South Africa.*
- (2014) Labour relations: *Midrand Graduate Institute (Pearson), Potchefstroom, South Africa.*
- (2015) Research methodology: *Pearson CTI, Potchefstroom, South Africa.*
- (2015-2016) Research methodology: MBA programme. *Business School, North-West University.*
- (2015-2016) Research methodology: Master's Industrial Psychology, North-West University.

Industrial Psychologist

- Medico-legal report writing.
- Psychometric assessment of medico-legal claimants and applicants for positions.
- Training of professionals in psychometric tools.
- Employee health and wellness diagnoses via survey implementation in organizations.
- Detailed management report writing on employee health dynamics within organizations.
- Exposure to psychometric instruments such as: MBTI, 16 PF-5, Raven's, and more.
- Recruitment and selection of candidates for positions.

EMPLOYMENT HISTORY

Research Assistant WorkWell Research Unit, North-West University, Potchefstroom	Jan 2007 – Dec 2007
Intern Industrial Psychologist Afriforte (Pty) Ltd., Potchefstroom, South Africa	Jan 2008 – Dec 2008
Consulting Industrial Psychologist Afriforte (Pty) Ltd., Potchefstroom, South Africa	Jan 2009 – Current
Lecturer CTI Education Group, Potchefstroom Campus	Feb 2010 – Dec 2012
Research Fellow WorkWell Research Unit, North-West University, Potchefstroom	Jan 2013 – Feb 2015
Senior Lecturer / Researcher WorkWell Research Unit, North-West University, Potchefstroom	Mar 2015 – Current

EDUCATION HISTORY

Ph.D (Doctorate) in Industrial Psychology North-West University, Potchefstroom Campus, South Africa	2008-2012
M.Com (Masters) Degree in Industrial Psychology North-West University, Potchefstroom Campus, South Africa	2007
Hons (Honours) B.Com Degree in Industrial Psychology (B.Psych equivalent) North-West University, Potchefstroom Campus, South Africa	2006
B.Com Degree in Human Resource Management (Cum Laude) North-West University, Potchefstroom Campus, South Africa	2003-2005

PUBLICATIONS: PEER-REVIEWED ACADEMIC JOURNALS

2012	Accredited	Impact
De Beer, L., Rothmann Jr., S., & Pienaar, J. (2012). A confirmatory investigation of a job demands-resources model with a categorical estimator. <i>Psychological Reports, 111</i> (2), 528–544.	SSCI DHET	0.53 ISI
2013		
De Beer, L.T., Pienaar, J., & Rothmann Jr., S. (2013). Linking employee burnout with medical aid provider expenditure. <i>South African Medical Journal, 103</i> (2), 89–93.	SSCI DHET	2.04 ISI
De Beer, L.T., Pienaar, J., & Rothmann Jr., S. (2013). Investigating the reversed causality of engagement and burnout in job demands-resources theory. <i>SA Journal of Industrial Psychology/SA Tydskrif vir Bedryfsielkunde, 39</i> (1), Art. #1055, 9 pages. http://dx.doi.org/10.4102/sajip.v39i1.1055	DHET	1.24 Scopus
2014		
De Beer, L.T. (2014). Emotional load and social support as indicators of bullying at work. <i>Journal of Psychology in Africa, 24</i> (2), 154-158.	SSCI DHET	0.12 ISI
De Beer, L.T., Pienaar, J., & Rothmann Jr., S. (2014). Job burnout's relationship with sleep difficulties in the presence of control variables: A self-report study. <i>South African Journal of Psychology, 44</i> (4), 454-466.	SSCI DHET	0.46 ISI
De Beer, L.T. (2014). The effect of presenteeism-related health conditions on employee work engagement levels: A comparison between groups. <i>SA Journal of Human Resource Management, 12</i> (1), Art. #640, 8 pages.	DHET	1.92 Scholar
Marais, E., De Klerk, M., Nel, J. A., & De Beer, L. T. (2014). The antecedents and outcomes of work-family enrichment among female workers. <i>SA Journal of Industrial Psychology, 40</i> (1), 14 pages. doi: 10.4102/sajip.v40i1.1186	DHET	1.24 Scopus
Stander, F.W., Mostert, K., & De Beer, L.T. (2014). Organisational and individual strengths use as predictors of engagement and productivity. <i>Journal of Psychology in Africa, 24</i> (5), 403-409.	SSCI DHET	ISI 0.12

2015

De Beer, L.T., Pienaar, J., & Rothmann Jr., S. (2015). Work overload, burnout, and psychological ill-health symptoms: A three-wave mediation model of the employee health impairment process. <i>Anxiety, Coping, & Stress</i> . 10.1080/10615806.2015.1061123	SSCI	ISI
	DHET	2.27
Els, C., Mostert, K., & De Beer, L.T. (2015). Job characteristics, burnout and the relationship with recovery experiences. <i>South African Journal of Industrial Psychology</i> , 41(1), 13 pages. doi: 10.4102/sajip.v41i1.1196	DHET	1.24 Scopus
Kruger, L., Mostert, P., & De Beer, L.T. (2015). Satisfaction after service recovery based on relationship intention and perception of service recovery. <i>SA Journal of Economic and Management Sciences</i> , 18(4), 608-628.	SSCI	ISI
	DHET	0.16
Nel, N., Nel, J. A., Adams, B. G., & De Beer, L.T. (2015). Assessing the relationship between personality, identity and cultural intelligence among South African youth. <i>South African Journal of Human Resource Management</i> , 13(1), 12 pages. doi: 10.4102/sajhrm.v13i1.643	DHET	1.92 Scholar
Stander, F.W., Diedericks, E., Mostert, K., & De Beer, L.T. (2015). Proactive behaviour towards strength use and deficit improvement, hope and efficacy as predictors of life satisfaction amongst first-year university students. <i>South African Journal of Industrial Psychology</i> , 41(1), 10 pages. doi: 10.4102/sajip.v41i1.1248	DHET	1.24 Scopus
	DHET	1.92 Scholar
Stander, F.W., De Beer, L.T. , & Stander, M.W. (2015). Authentic leadership as a source of optimism, trust in the organisation and work engagement in the public health sector. <i>SA Journal of Human Resource Management</i> , 13(1), 12 pages. doi: 10.4102/sajhrm.v13i1.675	DHET	1.92 Scholar
Van der Vaart, L., Linde, B., De Beer, L.T. , & Cockeran, M. (2015). Employee well-being, intention to leave and perceived employability: A psychological contract approach. <i>South African Journal of Economic and Management Sciences</i> , 18(1), 32-44.	SSCI	ISI
	DHET	0.16

2016

De Beer, L.T., Rothmann Jr., S., & Mostert, K. (2016). Investigating the bidirectional relationship between person-job fit and work engagement: A three-wave study. <i>Journal of Personnel Psychology</i> .	SSCI	ISI
	DHET	0.73
De Beer, L.T., Rothmann Jr., S., & Pienaar, J. (2016). Job insecurity, career opportunities, discrimination, and turnover intention in post-Apartheid South Africa: Examples of informative hypothesis testing. <i>The International Journal of Human Resource Management</i> . 27(4), 427-439. doi: 10.1080/09585192.2015.1020446	SSCI	ISI
	DHET	0.93
De Beer, L.T., Pienaar, J., & Rothmann Jr., S. (2016). Burnout, work engagement and employee self-reported health in South Africa. <i>Stress and Health</i> . 32(1), 36-46. doi: 10.1002/smi.2576	SSCI	1.34
	DHET	ISI
Els, C., Viljoen, J., De Beer, L.T. , & Brand-Labuschagne, L. (2016). Investigating the impact of strengths use on work engagement: The mediating role of leader-member exchange. <i>Journal of Psychology in Africa</i> , 26(1), 22-28.	SSCI	0.12
	DHET	ISI
Smidt, O., De Beer, L.T. , Brink, L., & Leiter, M.P. (2016). The validation of a	DHET	1.24

workplace incivility scale within the South African banking industry. <i>SA Journal of Industrial Psychology</i> .		Scopus
Thuynsma, C., & De Beer, L.T. (2016). Burnout, depressive symptoms, job demands and satisfaction with life: Investigating discriminant validity and explained variance. <i>South African Journal of Psychology</i> .	SSCI DHET	0.46 ISI
Van Niekerk, G., Mostert, K., & De Beer, L.T. (2016). A structural model of first-year students' strengths use and deficit improvement, fit with study course and engagement. <i>Journal of Psychology in Africa</i> , 26(1), 43-48.	SSCI DHET	0.12 ISI

CONFERENCE ABSTRACTS, PRESENTATIONS AND PROCEEDINGS

2013

- De Beer, L.T., Pienaar, J., & Rothmann, S., Jr.** (2013). *Burnout, engagement and self-reported treatment for health conditions in South Africa*. [Presentation]. Work, Stress and Health Conference, Los Angeles, California, United States of America, 16 – 19 May 2013.
- De Beer, L.T., Pienaar, J., & Rothmann, S., Jr.** (2013). *Does one size fit all? Antecedents of work engagement across South African occupational groups*. [Presentation]. Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Annual Conference, 29 – 31 July 2013, Pretoria, South Africa.
- Rothmann Jr., S. & **De Beer, L.T.** (2013). *A gentle introduction to latent variable modeling with Mplus 7*. [Presenter: Pre-conference Workshop]. Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Annual Conference, 29 – 31 July 2013, Pretoria, South Africa.
- De Beer, L.T. & Pienaar, J.** (2013). *Demands, exhaustion and absenteeism: Comparing management, professionals and administrative occupations*. [Presentation and Conference proceeding]. Paper presented at South African Institute for Management Scientists (SAIMS) Annual Conference, 16 September 2013, Potchefstroom, South Africa.
- De Beer, L.T.** (2013). *From dusk till dawn: Job burnout and sleep difficulty*. [Presentation]. Paper presented at the inaugural Post-doctoral Conference, 15 November 2013, North-West University, Potchefstroom, South Africa.

2014

- De Beer, L.T., Pienaar, J., & Rothmann Jr., S.** (2014). *An exploratory bi-factor analysis of work-related well-being: Work engagement and Burnout*. [Presentation]. European Academy of Occupational Health Psychology (EAOHP), 14 – 16 April 2014, London, United Kingdom.
- De Beer, L.T., Pienaar, J., & Rothmann Jr., S.** (2014). *Revealing job characteristics that predict a decrease in high burnout levels over time*. [Presentation]. Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Annual Conference, 22 – 23 July 2014, Pretoria, South Africa.
- De Klerk, M., Marais, E., Nel, J.A., & **De Beer, L.T.** (2014). *The antecedents and outcomes of work-family enrichment among female workers*. [Conference Paper]. 22nd International Association for Cross-Cultural Psychology, July 2014, Reims, France.
- Els, C., Paver, R., Mostert, K., & **De Beer, L.T.** (2014). *Adapting and validating the strengths use and deficit improvement questionnaire for educators in South Africa*. [Conference Abstract]. 7th European Conference on Positive Psychology, July 2014, Amsterdam, the Netherlands.
- De Beer, L.T.** (2014). *Indicators of bullying at work: Elevated emotional load and a lack of social support*. [Presentation]. Paper presented at the 2nd Post-doctoral Conference, 9 September 2014, North-West University, Potchefstroom, South Africa.

2015

Rothmann Jr., S., Rothmann, J.C., & De Beer, L.T. (2015). *Organisational and climate surveys: The casualties of psychometric ignorance*. [Conference Abstract]. The JvR African Congress of Psychology 2015, 17-20 May, Skukuza Rest Camp, The Kruger National Park, South Africa.

Rothmann, J.C., De Beer, L.T., & Rothmann Jr., S. (2015). *Onboarding monitoring, closing the gap for new hires*. [Conference Abstract]. The JvR African Congress of Psychology 2015, 17-20 May, Skukuza Rest Camp, The Kruger National Park, South Africa.

2016

De Beer, L.T. (2016). *Burnout and depressive symptoms in latent group analyses: An exploratory study*. [Presentation]. European Academy of Occupational Health Psychology (EAOHP), 11-13 April 2016, Athens, Greece.

Stander, E., De Beer, L., & Stander, M. (2016). *Staff burnout amongst South African public hospitals: Proposing positive psychological resources as a mitigation strategy*. [Conference Abstract]. European Academy of Occupational Health Psychology (EAOHP), 11-13 April 2016, Athens, Greece.

De Beer, L.T. (2016). *Workaholism and burnout: The moderating effect of combined perceived incivility from co-workers and supervisors*. [Presentation]. Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Annual Conference, 19 – 21 July 2016, Pretoria, South Africa.

Thuynsma, C., & De Beer, L.T. (2016). *The variance explained in burnout by work-specific factors, depressive symptoms and satisfaction with life*. [Conference Abstract]. Society for Industrial and Organisational Psychology of South Africa (SIOPSA) Annual Conference, 19 – 21 July 2016, Pretoria, South Africa.

STUDENT SUPERVISION / PHD PROMOTION

<u>Student details</u>	<u>Role</u>	<u>Degree</u>	<u>Main area of investigation</u>	<u>Ending</u>
Barnard, N.B.	Co-supervisor	Masters	Job insecurity's factor structure	2014*
Smit, N.W.H.	Co-supervisor	Masters	Union support and safety outcomes	2014*
Van Wyk, S.M.	Supervisor	Masters	Workplace boredom scale - validation	2015*
Thuynsma, C.	Supervisor	Masters	Burnout, depression and life satisfaction	2015*
Smidt, O.	Supervisor	Masters	Workplace incivility scale - validation	2015*
Horn, J.	Supervisor	Masters	Workaholism scale - validation	2015*
Theron, B.	Co-supervisor	Masters	Strengths use & engagement of students	2015*
Kritzinger, D.	Co-supervisor	Masters	Health impairment and EQ of athletes	2015
Oosthuizen, A.	Co-supervisor	Masters	Cyber loafing at work	2016
Witbooi, L.	Supervisor	Masters	Exploring social support at work	2016
Erasmus, A.	Supervisor	Masters	Engaging leadership and engagement	2016
Liebenberg, J.	Supervisor	Masters	Diary study	2016
Engelbrecht, G.	Supervisor	Masters	Work intensity, workaholism and RSI	2016
Gauche, C.	Promoter	PhD	Burnout, work engagement and performance	2018

SECTION EDITOR

South African Journal of Industrial Psychology (SAJIP) 2015-2016

PEER REVIEW

Journal of Managerial Psychology (JOMP) 2013-2014

South African Journal of Human Resource Management (SAJHRM) 2014-2015

South African Journal of Industrial Psychology (SAJIP) 2013-2015

South African Journal of Psychology (SAJP) 2015

Journal of Occupational Health Psychology (JOHP) 2014

International Journal of Human Resource Management (IJHRM) 2013-2015

Frontiers in Psychology 2015-2016

PROFESSIONAL BODY REGISTRATIONS AND POSITIONS

Health Professions Council of South Africa (HPCSA) *Registered Industrial Psychologist*

American Psychological Association (APA) *Member*

European Academy of Occupational Health Psychology (EAOHP) *Full member*

Society for Industrial & Organisational Psychology South Africa (SIOPSA) *Full member*

Society for Occupational Health Psychology (SOHP) *Full member*

SIOPSA North-West Province Branch *Executive committee member 2014-2015*

NATIONAL RESEARCH FOUNDATION (NRF) AWARDS/FUNDING

NRF KIC – Travel grant for international conference presentations (2014) R 19 000.00

TRAINING, WORKSHOPS AND OTHER QUALIFICATIONS

2010 International CTT+ Train-the-trainer (CompTIA)

2010 Computer Literacy: MS Office (CTI Education Group, RSA)

2013 Intro to applied measurement with jMetrik (IRT) (University of Virginia, USA)

2014 Intro to Bayesian statistics / Measurement Invariance (NWU Vanderbiljpark, RSA)

2015 Advanced Mplus Training Course (Utrecht, The Netherlands)

REFERENCES

Prof. Pieter Buys

(Current) Director: WorkWell Research Unit
North-West University – Potchefstroom
Email: Pieter.Buys@nwu.ac.za

Prof. Jaco Pienaar

(Former) Director: WorkWell Research Unit
North-West University - Potchefstroom
Email: Jaco.Pienaar@nwu.ac.za

Dr Ina Rothmann

Managing Director: Afriforte (Pty) Ltd.
Specialists: Employee well-being and organisational diagnostics
Email: ina@afriforte.co.za