

# Curriculum Vitae

## 1. General information

Title, name and surname:	Prof Leon Jackson
Professional registrations:	Health Professions Council of South Africa:(HPCSA) Industrial Psychologist South African Board for People Practice:(SABPP) Master HR Practitioner Society for Industrial and Organisational Psychology of South Africa (SIPOSA) International Association for Cross-Cultural Psychology (IACCP)

## 2. Qualifications

Qualification type:	PhD
Field of study:	Industrial Psychology
Institution:	North-West University
Year obtained:	2004

Qualification type:	MA
Field of study:	Industrial Psychology
Institution:	PU for CHE
Year obtained:	2001

Qualification type:	MBA
Field of study:	Management
Institution:	PU for CHE
Year obtained:	2000

Qualification type:	BA honours
Field of study:	Industrial Psychology
Institution:	PU for CHE
Year obtained:	1996

Qualification type:	BA
Field of study:	Industrial Psychology
Institution:	PU for CHE
Year obtained:	1994

Qualification type:	Senior Primary Education Diploma
Field of study:	Education
Institution:	Rand College of Education
Year obtained:	1988

## 3. Commercialisation of expertise

Research interests include **leadership, organisational culture, organisational climate, mentoring and coaching, diversity management** and **intercultural relations** in South African organisations. We have developed a diagnostic instrument for the assessment of intercultural relations at work using an **acculturation perspective**. Aspects covered by the instrument include acculturation strategies, social support at work, discrimination, racism, mainstream tolerance, multicultural norms and practices at

work, personal acculturation variables such as self-efficacy, work-locus of control, gratitude, hope, affect, psychological and physical health symptoms, burnout, engagement, job satisfaction, organisational commitment, and organisational citizenship behaviour.

#### 4. Publications

International publications:	<p>JACKSON, L.T.B. &amp; ROTHMANN, S. 2001. Sense of coherence, self-efficacy and locus of control as predictors of job satisfaction. <i>Revista Psihologie De Aplicataomania</i>, 3(3), 45-66.</p> <p>JACKSON, L.T.B., ROTHMANN, S. &amp; VAN DE VIJVER, F.J.R. 2006. A model of work-related well-being for teachers in the North West Province. <i>Stress and health</i>, 22:263-274.</p> <p>JACKSON, L.T.B., VAN DE VIJVER, F.J.R. &amp; BURKARD, A. 2012. Adverse Acculturation Conditions and Well-Being of Mine Employees in the North-West Province. <i>Journal of psychology in Africa</i>, 21(3), 385-396.</p> <p>L.T.B. JACKSON, D. MEIRING, F.J.R. VAN DE VIJVER, E.S. IDEMOUDIA, &amp; W.K. GABRENYA. Jr. (Eds.). 2014.. "Toward Sustainable Development through Nurturing (or Appreciating) Diversity": E-Book with Selected Papers Coference Proceedings of the 21<sup>st</sup> Bi-annual Conference of the International Association of Cross Cultural Psychology, Melbourne, Florida: International Association for Cross-Cultural Psychology. Accessed via <a href="http://www.iaccp.org">www.iaccp.org</a> ISBN Number: 978-0-620-60283-9.</p> <p>JACKSON, L.T.B., VAN DE VIJVER, A.J.R., &amp; FOUCHÉ, R. 2014. White Dormitory Students' Psychological Strengths and Subjective Well-Being in a Historically White Institution of Higher Learning. <i>Journal of psychology in Africa</i>, 24(4), 299-307.</p> <p><b>Articles submitted and under review</b></p> <p>JACKSON, L.T.B., VAN DE VIJVER, A.J.R. &amp; LAURIE, R. (Submitted). Multiculturalism in the Workplace: Model and Test. <i>The European Journal of Social Psychology</i>.</p> <p>JACKSON, L.T.B. &amp; VAN DE VIJVER, A.J.R. (Submitted). Diversity in the workplace: A dual process model. <i>International Journal for Intercultural Relations</i>.</p>
National publications:	<p>KLEYN, E., ROTHMANN, S. &amp; JACKSON, L.T.B. 2004. Expectations and satisfaction with the South African Police Service in the Rustenburg area. <i>South African journal of</i></p>

*industrial psychology*, 30(1):37-46.

JACSON, L.T.B. & ROTHMANN, S. 2005. An adapted model of burnout for teachers in the North West Province of South Africa. *South African journal of education*, 25:100-108.

JACKSON, L.T.B. & ROTHMANN, S. 2005. Work-related well-being of teachers in a district of the North West Province. *Perspectives in education*, 23(3):107-122.

MONTGOMERY, A., MOSTERD, K. & JACKSON, L.T.B. 2005. Burnout of South African primary school teachers: the moderating effect of positive effect. *South African journal of education*, 25(4):266-272.

JACKSON, L.T.B. & ROTHMANN, S. 2006. Occupational stress, organisational commitment and ill-health of teachers in the North West Province. *South African journal of education*, 26(1):75-95.

MOSTERT, K., PIENAAR, J., GAUCHÉ, K. & JACKSON, L. 2007. Burnout and engagement in university students. A psychometric analysis of the MBI-SS and the UWES-S. *South African journal of higher education*, 21(1):147-162.

JACKSON L.T.B., VAN DE VIJVER, A.J.R., & ALI, S. 2012. Positive acculturation conditions and well-being in a mine in the North-West province. *South African journal of industrial psychology*. 38 (1), 38-48.

DE WITTE, H., ROTHMANN, S. & JACKSON, L.T.B. 2012. On the psychological consequences of unemployment in South-Africa. *South African journal of economic and management sciences*, 15(3), 235-252.

JACKSON, L.T.B., VAN DE VIJVER, A.J.R., & BIELA, R. 2013. Coping with Diversity in Dormitories in a Historically White Institute of Higher Learning in South Africa. *South African journal of higher education*, 27(3).

JACKSON, L.T.B., VAN DE VIJVER, A.J.R., & MOLOKOANE, D. 2013. A dual process model for acculturation: The role mediating role of coping strategies. 11(3)

JACKSON, L.T.B., VAN DE VIJVER, A.J.R., & MOLOKOANE, D. (2013). A dual process model for acculturation: The role mediating role of coping strategies. *South African Journal of Human Resource Management*, 11(1), 1-13.

	<p>STEYN, R. &amp; JACKSON, L.T.B. 2014. Gender-based discrimination in a selection of South African organisations: A managerial perspective. <i>South African Journal of Labour Relations</i>, 38(2), 48-69.</p> <p>STEYN, R. &amp; JACKSON, L.T.B. 2015. Gender-based discrimination in South Africa: A quantitative analysis of fairness of remuneration. <i>South African Journal for Economic and Management Sciences</i>, 18(2), 190-205</p> <p>Steyn, R. &amp; Jackson, L.T.B. 2015. General employee perceptions of gender-based discrimination in a selection of South African organisations. <i>Journal of Contemporary Management</i>, 12, 734-756.</p> <p><b>Articles forthcoming and accepted</b></p> <p>STEYN, R. &amp; JACKSON, L.T.B. (Accepted). Differences between managers' and employees' perceptions of gender-based discrimination in a selection of South African organisations. <i>Alternation 2014 Special Management, Informatics and Research</i></p>
<p>Papers in subsidised conference proceedings</p>	<p>JACKSON, L.T.B. &amp; SEKHOSANA, L.W. 2011. Mentoring functions and work-related outcomes in a steel manufacturing company. <i>5<sup>th</sup> International Business Conference Proceedings</i>, 3,263-278</p> <p>JACKSON, L.T.B. &amp; STONA, M. 2011. Mentoring and knowledge sharing in a steel manufacturing company. <i>5<sup>th</sup> International Business Conference Proceedings</i>, 3, 249-262.</p> <p>JACKSON, L.T.B. &amp; RUITER, M.E. 2012. Change management principles, productivity, job satisfaction and intentions to quit. <i>6<sup>th</sup> International Business Conference Proceedings</i>, 11, 81-104.</p> <p>JACKSON, L.T.B. &amp; KOLISANG, L.O. 2012. Leadership orientations, employee commitment, job satisfaction, and intentions to quit in a FMCG company. <i>6<sup>th</sup> International Business Conference Proceedings</i>, 11, 105-117.</p> <p>JACKSON, L.T.B. &amp; MUKONDIWA, S. 2013. Organisational climate, communication, working conditions, fair leadership and work-related attitudes in a manufacturing concern. <i>7<sup>th</sup> International Business Conference Proceedings</i>, 3, 244-263.</p> <p>JACKSON, L.T.B. &amp; VAHED, P. 2013. Quality values of a continuous improvement culture and employee attitudes. <i>7<sup>th</sup> International Business Conference Proceedings</i>, 3, 206-226.</p> <p>JACKSON, L.T.B. &amp; MUKONDIWA S. 2013. Situational variables and work-related attitudes in a manufacturing concern</p>

	<p>in the Gauteng Province. <i>SAIMS 2013 Conference Proceedings</i>, 805-824.</p> <p>JACKSON, L.T.B. &amp; VAHED, P. 2013. Key soft success factors for continuous improvement implementation and employee attitudes. <i>SAIMS 2013 Conference Proceedings</i>, 517-535.</p> <p>JACKSON, L. T. B. &amp; LUSHOZI, M. S. 2014. The mediating role of self-efficacy in the relationship between transformational leadership and subjective experiences of work success. <i>SAIMS 2014 Conference Proceedings</i>,</p> <p>VAN DER MERWE, S.P. &amp; JACKSON, L.T.B. 2014. The influence of the characteristics of family members' job on family business success. <i>SAIMS 2014 Conference Proceedings</i>,</p> <p>JACKSON, L. T. B. &amp; LUSHOZI, M. S. 2014. The mediating role of self-esteem in the relationship between transformational leadership and subjective experiences of work success. <i>8<sup>th</sup> International Business Conference Proceedings</i>,</p> <p>MOTHABI, V., BOTHA C. J., &amp; JACKSON, L. T. B. 2014. The impact of multiculturalism at work on job satisfaction and organisational commitment in a tertiary institution. <i>8<sup>th</sup> International Business Conference Proceedings</i>,</p> <p>JACKSON, L.T.B. &amp; DE KOKER, D. 2014. Adverse acculturation conditions and wellbeing in the workplace: The mediating role of separation. <i>21<sup>st</sup> Proceedings of the Bi-annual Conference Proceedings of the International Association of Cross Cultural Psychology</i>.</p> <p>JACKSON, L.T.B. &amp; THERON, H. 2015. The dimensionality of job satisfaction in a chemical industry production unit. <i>9<sup>th</sup> International Business Conference Proceedings</i>,</p> <p>JACKSON, L.T.B. 2015. The role of job demands and resources on employee attitudes. <i>9<sup>th</sup> International Business Conference Proceedings</i>,</p>
Chapters in Books	<p>JACKSON, L.T.B. 2007. Client system: Entry, contracting, action planning and termination. In C.L. van Tonder &amp; G. Roodt (Eds.), <i>Organisation development: Theory and practice</i>. Johannesburg: Van Schaik</p>

## 5. Papers presented

International papers:	<p>JACKSON, L.T.B. &amp; ROTHMANN, S. 2004. Burnout of teachers in a district of the North West Province of South Africa.</p>
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(Paper read at the Annual Conference of the British Psychological Society held in Imperial College, London on 15 April 2004.)

JACKSON, L.T.B. & ROTHMANN, S. 2004. A model of work-related well-being for teachers in the North West province. (Paper read at the Second European Positive Psychology Conference held in Verbania Palanza, Italy on 7 July 2004.)

JACKSON, L.T.B. & ROTHMANN, S. 2004. An adapted model of teacher burnout. (Paper read at the Twenty eighth International Congress of Psychology (ICP) held in Beijing, China on 13 August 2004.)

JACKSON, L.T.B., ROTHMANN, S., BARKHUIZEN, N. & NAUDÉ, J.L.P. 2004. Occupational stress of academic staff in four South African universities. (Paper read at the Symposium on stress and well-being of staff in Higher Education Institutions (HEI's.) at the Twenty eighth International Congress of Psychology (ICP) held in Beijing, China on 11 August 2004.)

MONTGOMERY, A., MOSTERD, K. & JACKSON, L.T.B. 2004. Burnout of South African primary school teachers: the moderating effect of positive effect. (Paper read at the Second European Positive Psychology Conference held in Verbania Palanza, Italy on 7 July 2004.)

JACKSON, L.T.B. & ROTHMANN, S. 2005. A model of work-related well-being of teachers in a province in South Africa. (*In* Salanova, M., ed. *Work engagement in different work settings: Paper read at the Symposium of the Twenty eighth European on Work and Organizational Psychology Congress held in Istanbul, Turkey on 13 May 2005. Istanbul*

JACKSON, L.T.B. & MOLOKOANE, D. 2006. Diversity management: the acculturation context and outcomes in a law firm – Domains and dimensions. (Paper read at the Twenty sixth International Conference of Applied Psychology held in Athens, Greece on 19 July 2006.)

JACKSON, L.T.B. 2007. Diversity management: acculturation context variables as predictors of acculturation outcomes in the South African Police Service. (*In* Peeters, M.W.C., ed. *Introduction of the symposium: Diversity at work: a double-edged sword? Paper read at the Symposium of the Thirteenth European Congress on Work and Organizational Psychology held in Stockholm, Sweden on 11 May 2007. Sweden.*

JACKSON, L.T.B. 2008. Acculturation antecedent variables and their impact on acculturation outcomes in a mine in the North West Province. (Paper read at the Twenty seventh

International Conference of Applied Psychology held in Berlin, Germany on 21 July 2008.)

JACKSON, L.T.B. 2008. The role of the acculturation condition and orientation in predicting the acculturation outcomes of residence students at a university in South Africa. (Paper presented at the Nineteenth International Association of Cross Cultural Psychology held in Bremen, Germany on 29 July 2008.)

JACKSON, L.T.B. 2008. Acculturation in the South African Police Service: predictors of sociocultural and psychological adjustment. (Paper presented at the Nineteenth International Association of Cross Cultural Psychology held in Bremen, Germany on 30 July 2008.)

JACKSON, L.T.B. 2009. Why should Africans attend the 21<sup>st</sup> IACCP Annual Conference in Cape Town in 2012? (Paper read at the Forth IACCP Regional Conference held in Duola, Cameroon on 2 August 2009.)

JACKSON, L.T.B. 2009. The experiences of designated staff in a predominately white consulting firm. (Paper read at the Third International Business Conference of the Business Schools Partners Network (BSPN) held in Stone Town, Zanzibar on 17 September 2009.)

JACKSON, L.T.B. 2010. Acculturation context, orientations and outcomes in a South African private and public workplace. (Paper read at the Twentieth International Association of Cross Cultural Psychology Annual Conference held in Melbourne, Australia on 8 July 2010.)

JACKSON, L.T.B. & BURCHARD, A. 2010. Mainstream context, acculturation orientation and well-being of mine employees. (Paper read at the Forth International Business Conference of the Business Schools Partners Network (BSPN) held in Victoria Falls, Livingstone, Zambia on 13 October 2010.)

MEIRING, D., JACKSON, L.T.B., STEYN, R. & BARNARD, A. 2010. The cross-cultural application of the Social Axioms (SAS II) in a multicultural South African sample. (Paper read at Twentieth International Association of Cross Cultural Psychology Annual Conference held in Melbourne, Australia on 7 July 2010.)

JACKSON, L.T.B. & SEKHOSANA, L.W. 2011. Mentoring functions and work-related outcomes in a steel manufacturing

company. Paper presented at the Fifth Annual International Business Conference of the Business Schools Partners Network (BSPN) held in Mauritius on 27 September 2011.

JACKSON, L.T.B & STONA, M. 2011. Mentoring and knowledge sharing in a steel manufacturing company. Paper presented at the Fifth Annual International Business Conference of the Business Schools Partners Network (BSPN) held in Mauritius on 27 September 2011

JACKSON, L.T.B. & DE KOKER, D. 2012. Adverse acculturation conditions and wellbeing in the workplace: The mediating role of separation. Paper presented at *the* 21<sup>st</sup> Bi-annual Conference of the International Association of Cross Cultural Psychology, Stellenbosch, South Africa, 18 July.

JACKSON, L.T.B. & LAURIE, R. 2012. Positive acculturation conditions and wellbeing in the workplace: The mediating role of integration. Paper presented at the 21<sup>st</sup> Bi-annual Conference of the International Association of Cross Cultural Psychology, Stellenbosch, South Africa, 18 July.

JACKSON, L.T.B. & RUITERS, M.E. 2012. Change management principles, productivity, job satisfaction and intentions to quit. Paper presented at the 6<sup>th</sup> International Business Conference of the Business Schools Partners Network (BSPN), Mombasa, Kenya, 29 August.

JACKSON, L.T.B. & KOLISANG, L.O. 2012. Leadership orientations, employee commitment, job satisfaction, and intentions to quit in a FMCG company. Paper presented at the 6<sup>th</sup> International Business Conference of the Business Schools Partners Network (BSPN), Mombasa, Kenya, 29 August.

JACKSON, L.T.B. & MUKONDIWA, S. 2013. Organisational climate, communication, working conditions, fair leadership and work-related attitudes in a manufacturing concern. Paper presented at the 7<sup>th</sup> International Business Conference of the Business Schools Partners Network (BSPN), Seychelles, 2-5 September.

JACKSON, L.T.B. & VAHED, P. 2013. Quality values of a continuous improvement culture and employee attitudes. Paper presented at the 7<sup>th</sup> International Business Conference of the Business Schools Partners Network (BSPN), Seychelles. 2-5 September,

JACKSON, L.T.B. 2014. White Dormitory Students' Psychological Strengths and Subjective Well-Being in a



	<p>Historically White Institution of Higher Learning. Paper read at the 22<sup>nd</sup> International Association of Cross Cultural Psychology, <i>Annual Conference</i>, Remis, France on 22 July 2014</p> <p>JACKSON, L. T. B. &amp; LUSHOZI, M. S. 2014. The mediating role of self-esteem in the relationship between transformational leadership and subjective experiences of work success. Paper read at the 8th International Business Conference Proceedings, Swakopmund, Namibia on 19 August 2014</p> <p>MOTHOBI, V.L., BOTHA, C. J., &amp; JACKSON, L. T. B. 2014. The impact of multiculturalism at work on job satisfaction and organisational commitment in a tertiary institution. Paper read at the 8th International Business Conference Proceedings, Swakopmund, Namibia on 19 August 2014</p> <p>JACKSON, L.T.B. &amp; THERON, H. 2015. The dimensionality of job satisfaction in a chemical industry production unit. Paper read at the 9<sup>th</sup> <i>International Business Conference of the Business Schools Partners Network (BSPN)</i>, Victoria Falls, Livingstone, Zambia, 20 September, 2015</p> <p>JACKSON, L.T.B. 2015. The role of job demands and resources on employee attitudes. Paper read at the 9<sup>th</sup> <i>International Business Conference of the Business Schools Partners Network (BSPN)</i>, Victoria Falls, Livingstone, Zambia, 20 September, 2014</p>
National papers:	<p>JACKSON, L.T.B., MOSTERT, K. &amp; PIENAAR, J. 2004. The measurement of burnout and engagement of under-graduate Students. (Paper read at the Second South African Work Wellness Conference held in Potchefstroom, North West University, South Africa on 26 March 2004.)</p> <p>JACKSON, L.T.B. &amp; ROTHMANN, S. 2004. The psychometric properties of an adapted version of the MBI-GS. (Paper read at the Second South African Work Wellness Conference held in Potchefstroom, North West University, South Africa on 25 March 2005.)</p> <p>JACKSON, L.T.B. &amp; ROTHMANN, S. 2004. Burnout, health and job characteristics of teachers: the moderating effect of positive/negative affect. (Paper read at the Second South African Work Wellness Conference held in Potchefstroom, North West University, South Africa on 25 May 2004.)</p> <p>JACKSON, L.T.B. 2005. An adapted model of work-related well-being for teacher in a province of South Africa. (<i>In</i> Rothmann, S., ed. <i>Work-related well-being in South African organisations</i>: Paper read at the Symposium conducted at the</p>

PsySSA Conference held in Cape Town on 21 September 2005.)

JACKSON, L.T.B. & ROTHMANN, S. 2005. Occupational stress, organisational commitment and ill-health of teachers in the North West province. (Paper read at the Eighth Annual Conference of the Society for Industrial and Organisational Psychology held in Johannesburg on 9 June 2005.)

JACKSON, L.T.B. & ALI, S. 2006. Diversity management: acculturation context variables as predictors of individual acculturation strategies and health in a mine. (Paper read at the First South African Positive Psychology Conference held in Potchefstroom, South Africa on 6 April 2006.)

JACKSON, L.T.B. & BURKARD, A. 2006. Diversity management: acculturation context variables as predictors of work-related outcomes in a mine. (Paper read at the First South African Positive Psychology Conference held in Potchefstroom, South Africa on 6 April 2006.)

BIELA, R. & JACKSON, L.T.B. 2007. Acculturation in hostels of a tertiary institution: Impact of acculturation context on the health of students. (Paper read at the Tenth Annual Conference of the Society for Industrial and Organisational Psychology held in Pretoria on 14 June 2007.)

JACKSON, L.T.B. 2008. The role of negative antecedents in the prediction of acculturation outcomes in a mine in the North West Province. (Paper read at the Eleventh Annual Conference of the Society for Industrial and Organisational Psychology held in Pretoria on 6 June 2008.)

JACKSON, L.T.B. 2010. Generalized self-efficacy, self-esteem, dispositional hope, gratitude, acculturation strategies and well-being of students. (Paper read at the University of the Free State's Third Annual Education Colloquium held in Bloemfontein, University of the Free State on 30 September 2010.)

JACKSON, L.T.B. 2013. Test of a dual process model of diversity in the workplace using an acculturation perspective. (Paper read at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria on 30 July.)

JACKSON, L.T.B. & MUKONDIWA, S. 2013. Situational variables and work-related attitudes in a manufacturing concern in the Gauteng Province. (Paper read at the 2013 SAIMS Conference, North-West University, Potchefstroom on 15-17 September.)

JACKSON, L.T.B. & VAHED, P. 2013. Key soft success factors

	<p>for continuous improvement implementation and employee attitudes. Paper read at the 2013 SAIMS Conference, North-West University, Potchefstroom on 15-17 September.</p> <p>JACKSON, L T.B. &amp; MOTHOBHI, V. L. 2014. The role of a multicultural climate in job satisfaction, commitment, self-esteem and life satisfaction in an institution of higher learning. Paper read at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organisational Psychology, Pretoria, 29 July.</p> <p>JACKSON, L. T. B. &amp; LUSHOZI, M. S. 2014. The mediating role of self-efficacy in the relationship between transformational leadership and subjective experiences of work success. Paper read at the 2013 SAIMS Conference, Riverside Sun Resort, Vanderbijlpark, Gauteng on September 2014.</p> <p>VAN DER MERWE, S.P. &amp; JACKSON L.T.B. 2014. The influence of the characteristics of family members' job on family business success. Paper read at the 2013 SAIMS Conference, Riverside Sun Resort, Vanderbijlpark, Gauteng on September 2014.</p>
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**6. Research**

NRF rating and year rated:	
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