

# CURRICULUM VITAE

## 1. General information

Title, name and surname:	Prof Christoffel Jacobus Botha
Professional Registrations	South African Board for Personnel Practitioners

## 2. Qualifications

Qualification type:	Postgraduate Diploma
Field of study:	Labour Law
Institution:	University of Johannesburg
Year obtained:	1993

Qualification type:	PhD
Field of study:	Industrial Sociology
Institution:	North-West University
Year obtained:	1992

Qualification type:	MCom
Field of study:	Industrial Sociology
Institution:	North-West University
Year obtained:	1990

Qualification type:	BCom Honours
Field of study:	Industrial Sociology
Institution:	North-West University
Year obtained:	1989

Qualification type:	BCom
Field of study:	Industrial Sociology
Institution:	North-West University
Year obtained:	1988

## 3. Commercialisation of expertise

Consults Public and Private organisations on various issues in the following fields of Industrial Relations:

Employment Relations

Conflict Management

Group Dynamics

Corporate Social Responsibility

Broad Based Black Economic Empowerment

Agricultural and Land Reform

Workplace Bullying

#### 4. Publications

International publications:

1. **BOTHA, C.J., BASSON, M. & DU PLESSIS, J. 2010.** The perception of postgraduate students regarding workplace bullying. Oxfordshire, UK. Available: <http://www.inter-disciplinary.net>
2. **BOTHA, C.J., HERBST, I. & BUYS, A. 2011.** The perception of postgraduate students with regard to workplace bullying. *Journal of US-China Public Administration*, 8(10): 1173-1195
3. **BOTHA C.J. 2011.** Human resources management. 8<sup>th</sup> ed. Chapter 9: Health and safety: a managerial approach. Oxford University Press: Cape Town
4. **DU PLESSIS, A.J., PAINE, S. & BOTHA, C.J. 2012.** The role of human resource practitioners maintaining sustainability in organisations: Some empirical evidence of expectations, challenges and trends. *International Journal of Contemporary Business Studies*, 3(4): 16-34.
5. **NAIDOO, K., BOTHA, C.J., BISSCHOFF, C.A. & DU PLESSIS, A.J. 2012.** Management and leadership factors in South African Schools. *Asia Pacific Journal of Business and Management*, 3(2): 50-66.
6. **BASSON, M. & BOTHA, C.J. 2012.** Towards meaning: Symbolic interactionism and workplace bullying. Oxfordshire, UK. Available: <https://www.interdisciplinarypress.net/online-store/ebooks/hostility-and-violence/bullying-an-assault-on-human-dignity>
7. **BOTHA, C.J., BASSON, M. 2012.** Workplace bullying and leadership in South Africa. Oxfordshire, UK. Available:

<https://www.interdisciplinarypress.net/online-store/ebooks/hostility-and-violence/bullying-an-assault-on-human-dignity>

8. **BOTHA, C.J., FOURIE, J.D., BOTHA, D & BISSCHOFF, C.A. 2012.** Progress in implementing the Mineral and Petroleum Resources Development Act 28 of 2002 (MPRDA) provisions for the employment of women in mining. *The Journal of the Southern African Institute of Mining and Metallurgy*, 112(1) 1-10 *ISI Journal*
9. **NAIDOO, K. & BOTHA, C.J. 2012.** Management and Leadership in secondary schools In South Africa. *African Journal of Business Management*. 6(32), pp. 9218-9227 *ISI Journal*
10. **RASOOL, F, BOTHA, C.J., & BISSCHOFF, CA. 2012.** Push and Pull Factors in Relation to Skills Shortages in South Africa. *Journal of Social Sciences*, 30(1):11-20. *IBSS Journal*
11. **RASOOL, F, BOTHA, C.J. & BISSCHOFF, C.A. 2012.** The effectiveness of South Africa's immigration policy for addressing skills shortages. *Managing Global Transitions* 10 (4): 399–418 *IBSS Journal*
12. **NAIDOO, K, BOTHA, CJ & BISSCHOFF, CA. 2013.** Causes of stress in Public Schools and its Impact on Work Performance of Educators. *Journal of Social Sciences*, 34 (2): 177 -190 *IBSS Journal*
13. **DU PLESSIS, AJ, SUMPHONPHAKDY, S, OLDFIELD, J & BOTHA, CJ. 2013.** Competitive advantage: recruitment and retention of senior managers in financial sectors in Laos. *Journal of Community Positive Practices*. 13 (2) 41 – 52

14. **MUTAMBARA, E, BOTHA, C.J. & BISSCHOFF, C.A. 2014.** An Overview of the Nature and Extent of Organisational Politics at the National Electricity Provider in a Southern African Development Community Country (SADC). *Journal of Social Sciences. 40 (2): 277-294 IBSS Journal*
15. **NAIDOO, K. & BOTHA, C.J. 2014.** Model of Work-related Well-being for Educators in Kwazulu Natal. *International Journal of Educational Sciences. 7(1): 141-150 IBSS Journal*
16. **BOTHA CJ. 2014.** Human resources management. 9th ed. Chapter 6: Remuneration and reward. Oxford University Press: Cape Town
17. **BOTHA CJ. 2014.** Human resources management. 9th ed. Chapter 7: Health, Safety and Wellness. Oxford University Press: Cape Town
18. **BOTHA CJ. 2014.** Human resources management. 9th ed. Chapter 8: Employee development and Career Management. Oxford University Press: Cape Town
19. **RASOOL, F, BOTHA, CJ. 2014.** Developing a Competitive Skills Immigration Policy for South Africa. *Journal of Social Sciences. 39(2): 225-234 IBSS Journal*
20. **DE KLERK, I., BOTHA, CJ. & BOTHA, D. 2014.** The Perceptions of Women in Core Mining Activities of the Work Environment. *Journal of Economics. IBSS Journal.*
21. **BOTHA, C.J., FOURIE JD. & BOTHA, D. 2014.**

Managerial Challenges Faced in a South African Platinum Mine Relating to Women Employment. *Journal of Social Sciences. IBSS Journal*

22. **LEIBBRANDT, JH. & BOTHA, C.J. 2014.** The Impact of Democracy on the Infrastructural Needs Of Previously Disadvantaged South African Municipalities. *International Business & Economics Research Journal Volume 13, Number 5).*

23. **BOTHA, CJ. & RASOOL. 2014.** Developing a Conceptual Framework of Skills Immigration in South Africa. *Mediterranean Journal of Social Sciences. 5 (20): 62-69. IBSS Journal.*

24. **LEIBBRANDT, JH. & BOTHA, C.J. 2014.** Strategy and Planning as an enabler for Strategy Execution in Gauteng Municipalities in South Africa. *International Business & Economics Research. 13. (6)*

25. **LEIBBRANDT, JH. & BOTHA, C.J. 2014.** Developing A Conceptual Framework Of Skills Immigration In South Africa. *Mediterranean Journal of Social Sciences. 5 (17) IBSS Journal.*

26. **NAIDOO, K. & BOTHA, CJ. 2014.** A Review of the Educational Environment in South Africa. *Journal of Social Sciences. IBSS Journal*

27. **LEIBBRANDT, JH., & BOTHA, C.J. 2014.** Leadership And Management As An Enabler For Strategy Execution In Municipalities In South Africa. *Mediterranean Journal of Social Sciences. 5 (20): 329-339 IBSS Journal*

28. **BOTHA, CJ. & PHINITI, IK. 2014.** The impact of career progression on employee retention. *African*

29. **LEIBBRANDT, JH., & BOTHA, C.J. 2014.** Organization, People and Skills as an enabler for Strategy Execution in Municipalities in South Africa. *Mediterranean Journal of Social Sciences. IBSS Journal.*
30. **HAMID, Z, BISSCHOFF, CA. & BOTHA, CJ. 2014** The identification of cultural diversity factors in Swaziland's public schools. *Mediterranean Journal of Social Sciences. IBSS Journal.*
31. **IMANDIN, L. BOTHA, CJ. & BISSCHOFF, CA. 2014.** A model to measure employee engagement. *Mediterranean Journal of Social Sciences. IBSS Journal.*
32. **BISSCHOFF. CA., FULLERTON, S. & BOTHA, CJ. 2014.** An Attitudinal Analysis of Different Groups of Managers towards Business Ethics in South Africa. *Journal of Social Sciences. IBSS Journal*
33. **LEIBBRANDT, JH & BOTHA, CJ. 2015.** Organization, People And Skills As An Enabler For Strategy Execution In Municipalities In South Africa. *International Business & Economic Research Journal. 14(1): 15 – 26. IBSS Journal.*
34. **IMANDIN, L., BISSCHOFF, C.A. & BOTHA, CJ. 2015.** Measuring employee engagement of South African Managers. *Journal of Psychology. IBSS Journal.*
35. **BISSCHOFF, C.A. & HAMID, Z. & BOTHA C.J. 2015.** An analysis of the Swaziland public educational environment and its role-players. *Problems and*

36. **IMANDIN, L., BISSCHOFF, C.A. & BOTHA, C.J. 2015.** Validating the model to measure employee engagement.. *Kasmera Journal*, 43(2): 57-91. **ISS Journal.**
37. **MUTAMBARA, E, BOTHA, C.J. & BISSCHOFF, CA. 2015.** Perceptions of organisational politics at a National Electricity Provider in SADC. *Journal of Economics. IBSS Journal.*
38. **DE KLERK, I., BOTHA, D. & BOTHA. C.J. 2015.** The perception on Woman Working in Core Mining Environment. *Journal of Economics*, 6(2): 200-211. **IBSS Journal**
39. **HAMID, Z. BISSCHOFF, C.A. & BOTHA C.J. 2016.** The Role Played By Principals as Managers and Leaders of Public Schools in Swaziland. *International Journal of Educational Sciences*. 12(3): 219-234. **IBSS Journal.**
40. **IMANDIN, L, BISSCHOFF C.A. & BOTHA, C.J. 2016.** Confirmatory analysis of the model to measure employee engagement. *Problems and Perspectives in Management*, 14(2):90-100. **IBSS Journal**
41. **SHAIKH, A, BOTHA CJ & BISSHOFF CA. 2017** A comparative model analysis of managerial competence of business school educated managers. *Problems and Perspectives in Management. IBSS Journal*

National publications:	<ol style="list-style-type: none"> <li>1. <b>VISAGIE, J.C. &amp; BOTHA, C.J. 1998.</b> Contextual and empirical approach to social change and social responsibilities. <i>Management decision</i>, 36(10):694-701.</li> <li>2. <b>RASOOL, F. &amp; BOTHA, C.J. 2011.</b> The Nature, Extent And Effect Of Skills Shortages On Skills Migration In South Africa. <i>SA Journal of Human Resource Management</i>, 9(1): 113-124</li> </ol>
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### 5. Papers presented

International papers:	<ol style="list-style-type: none"> <li>1. <b>AN WYK, C DE W. &amp; BOTHA, C.J. 1997.</b> Statutory workplace participation in South Africa. Paper read at the International Labour Conference held in St Johns – Newfoundland, Canada on 11 November 1997.</li> <li>2. <b>OTHA, C.J. &amp; VAN DER MERWE, S.P. 2007.</b> An analysis of family member perceptions on the challenges facing small and medium-sized family businesses. Paper read at the First International Business Conference held in Port Louis, Mauritius on 29 to 31 August 2007.</li> <li>3. <b>OTHA, C.J., BISSCHOFF, C.A. &amp; FULLERTON, S. 2008.</b> Examining the ethical predisposition of the next generation of university graduates in the Republic of South Africa. Paper read at the Second International Business Conference held in Port Elizabeth, South Africa on 28 and 29 September 2008.</li> <li>4. <b>BOTHA, C.J., BASSON, M. &amp; DU PLESSIS, J. 2009.</b> The perception of post-graduate students regarding workplace bullying. Paper read at the First Global Conference: Bullying and the Abuse of Power held in</li> </ol>
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Salzburg, Austria on 6 to 8 November 2009.

5.

**OTHA, C.J. & BRETT, R. 2009.** Managing flexible staffing solutions and its impact on customer satisfaction. Paper read at the First International Conference on Management held in Durban, South Africa on 26 and 27 May 2009.

6. **BOTHA, C.J. & PHINITI, I.K. 2009.** The impact of career progression on employee retention. Paper read at the Third International Business Conference held in Zanzibar Beach Resort, Zanzibar on 16 and 17 September 2009.

7. **DU PLESSIS, A.J., PAINE, S & BOTHA, C. J. 2009.** Challenges for human resource practitioners: Some empirical evidence of New Zealand organisation's expectations. Paper read at the Twenty Third Australia and New Zealand Academy of Management Conference held in Melbourne, Australia on 1 to 4 December 2009.

8. **BASSON, M. & BOTHA, C.J. 2010.** Towards meaning: Symbolic Interactionism and Workplace Bullying. Paper read at the Second Global Workplace Bullying Conference held in Prague, Czech Republic on 8 -10 November.

9. **BISSCHOFF, C.A., BOTHA, C.J. & FULLERTON, S. 2010.** An latitudinal analysis of different groups of managers towards business ethics in South Africa. Paper read at the First African International Business Conference held in Nairobi, Kenya on 25 and 26 August 2010.

10. **BOTHA, C.J. & BASSON, M. 2010.** Workplace

bullying: a case study of MBA students as future leaders in South Africa. Paper read at the Second Global Workplace Bullying Conference held in Prague, Czech Republic on 8 to 10 November 2010.

11. **BOTHA, C.J., HERBST, I. & BUYS, A. 2010.** Workplace bullying: a case study of MBA leaders and future leaders in South Africa. Paper read at the Fourth International Business Conference held in Vic Falls, Zambia on 13 and 14 October 2010.
12. **JORDAAN, J. & BOTHA, C.J. 2010.** An instrument to test competence development of project managers during a project. Paper read at the Fourth International Business Conference held in Vic Falls, Zambia on 13 to 14 October 2010.
13. **BOTHA, C.J., DU PLESSIS, A.J. & CLARKE, R. 2011.** Business recovery in a recession: HR's role to crouch, touch, pause and engage employees in leadership development and talent retention. Paper presented at the International Business Conference (IBC) from 26-30 September 2011 in Mauritius.
14. **BOTHA, C.J., FOURIE, J.D., BISSCHOFF, C.A., BUYS, A., BOTHA, D. 2011.** Managerial challenges and Woman in Mining. Paper presented at the International Business Conference (IBC) from 26-30 September 2011 in Mauritius.
15. **BOTHA C.J., NAIDOO, K. & BISSCHOFF, C.A. 2011.** Stress management and its impact on work performance of educators in public schools in KwaZulu-Natal. (Paper presented at the International Business Conference (IBC) from 26-30 September 2011 in Mauritius.
16. **IMANDIN, L., BOTHA, C.J. & PHINITI, I. 2011.** Career

progression: the secret answer for Talent Management? (Paper presented at the International Business Conference (IBC) from 26-30 September 2011 in Mauritius.

**17. NAIDOO, K., BOTHA, C J. & BISSCHOFF, C.A. 2011.**

Stress management and its impact on work performance of educators in public schools in KwaZulu-Natal. Paper presented at the International Business Conference (IBC) from 26-30 September 2011 in Mauritius.

**18. BOTHA, C.J. & NAIDOO, K. 2012.** An investigation of how traditional management and leadership can be guided towards transformational leadership in education. Paper presented at the Fourth International Business Conference held in Mombasa, Kenya on 28 and 29 August 2012.

**19. BOTHA, CJ, MUTAMBARA, EM & BISSCHOFF, CA. 2013.** An overview of the nature and extent of organisational politics at the national electricity provider in a Southern African development community country (SADC). IBC Conference, Seychelles 2 – 6 September 2013

**20. MOKUBUNG, V., BOTHA, CJ. 2014.** Assessing the implementation of a turnaround management strategy in a water board. IBC Conference, Swakopmund: Namibie. 19 – 20 Augustus 2014

**21. MOTHABI, V., BOTHA, CJ, & JACKSON, L. 2014.** The impact of Multi Culturalism at Work on Job Satisfaction and Organisational Commitment in A Tertiary Institution IBC Conference, Swakopmund: Namibie. 19 – 20 Augustus 2014

**22. BOTHA, C.J & ALBERTS, G. 2015.** A managerial

	<p>model for mergers in local government at municipalities in the Free State Province. Paper presented at the International Academy of Business Administration Conference held in Durban on the 6 – 10 August 2015.</p> <p>23. <b>BOTHA, C.J. &amp; LEIBRANDT, J.H. 2015.</b> Enablers. Paper presented at the 9<sup>th</sup> annual International Business Conference held in Vic Falls: Zambia on the 21<sup>th</sup> to 22<sup>th</sup> September 2015.</p> <p>24. <b>Alberts, G. &amp; Botha, C.J. 2016.</b> A managerial model for mergers in local government at municipalities in the Free State Province. <i>Paper presented at the 10<sup>th</sup> International Business Conference (IBC), Club Mykonos, 25-28 September.</i></p>
National papers:	<ol style="list-style-type: none"> <li>1. <b>BOTHA, C.J. 1989.</b> Perceptions of Agricultural students of labour relations. <i>Paper read at the South African Sociological Society held in Bloemfontein on 16 to 18 June 1989.</i></li> <li>2. <b>BOTHA, C.J. 1993.</b> Labour relations in a labour intensive agricultural region. <i>Paper read at the South African Sociological Society held in Johannesburg on 27 to 29 January 1993.</i></li> <li>3. <b>BOTHA, C.J. 1993.</b> Labour relations in a labour intensive agricultural region. <i>Paper read at the National Productivity Institute held in Bloemfontein on 29 and 30 November 1993.</i></li> <li>4. <b>BOTHA, C.J. 1995.</b> The influence of groups in goal attainment. <i>Paper read at the National Productivity Institute held in Stellenbosch on 26 to 28 November.</i></li> </ol>

5. **BOTHA, C.J. 1996.** Employee training and development in applying affirmative action. *Paper read at the National Productivity Institute held in Port Elizabeth on 27 and 28 November 1996.*
6. **BOTHA C.J. 1996.** Social responsibility and adult basic education: a case study. *Paper read at the National Productivity Institute held in Port Elizabeth on 27 and 28 November.*
7. **BOTHA, C.J. 1996.** Labour relations as human relations with reference to statutory workplace participation. *Paper read at the National Productivity Institute held in Port Elizabeth on 27 and 28 November.*
8. **BOTHA, C.J., RASOOL, F. & BISSCHOFF, C.A. 2011.** The role of skills immigration in addressing skills shortages in South Africa. *Paper presented at the 23<sup>rd</sup> SAIMS Conference from 11-14 September 2011 in Durban*
9. **BOTHA, CJ. 2013.** A holistic and context specific perspective of constraints to research productivity in the South African context. *Paper presented at the 25<sup>th</sup> Southern Africa Institute for Management Scientists (SAIMS) from 17-19 September 2013 in Potchefstroom*
10. **BOTHA, CJ. 2013.** Suggestion system as an HRM tool to be successful in organisations: some empirical evidence in New Zealand. *Paper presented at the 25<sup>th</sup> Southern Africa Institute for Management Scientists (SAIMS) from 17-19 September 2013 in Potchefstroom*
11. **BOTHA, CJ., DU PLESSIS, AJ. CHEN, J. & TOH, W. 2014.** Empirical evidence of the perceptions and behaviours by international tertiary students towards the future environment in New Zealand. *Paper presented at the 26<sup>th</sup> Southern Africa Institute for Management*

	<i>Scientists (SAIMS) from 14-16 September 2014 in Vanderbijlpark</i>
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