

## Staff research profiles

### Professors

#### Prof IL Potgieter

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Prof Ingrid Potgieter is a Professor in Human Resource Management at the Department of Human Resource Management at UNISA. She is a registered industrial psychologist at the Health Professions Council of South Africa (HPCSA) since 2009 and also a registered human resource practitioner and the South African board for people practices (SABPP). Ingrid Potgieter completed her Mcom degree in Human Resource Management and Industrial Psychology in 2009 at the University of Pretoria. She completed her Dcom Industrial Psychology degree at Unisa in 2012. She is also an author and co-author of several published articles in local and international journals. She presented several papers at national and international conferences. Ingrid Potgieter is a section editor for the South African Journal of Industrial Psychology and edited and co-edited a number of scholarly books published by an international publisher. She is further selected as the vice chair for the SABPP HR Research Initiative Committee (HRRI).

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in in terms of qualitative research methodology as well. Her niche areas include employability, career wellbeing, psychology of retention, positive coping, and career agility.

#### Prof Nadia Ferreira

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Prof Nadia Ferreira completed her doctoral degree at Unisa in 2012, with the title: Constructing a psychological profile for staff retention. She is a registered chartered HR professional (at the SABPP). Prof Ferreira authored and co-authored several articles published in national and international journals and presented papers at several national and international conferences. She has also successfully supervised several masters and doctoral students. She serves as Section Editor of the South African Journal of Industrial and Organisational Psychology (SAJIP). Her main research interest concern is employee and career wellbeing as well as adaptability, job/career embeddedness, organisational commitment, and the psychology of retention in the current world of work.

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in in terms of qualitative research methodology as well.

### Senior Lecturers

#### Dr ML Bezuidenhout

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Dr Magda Bezuidenhout completed her PhD in 2016. She has a strong Human Resource practitioner and management background. She is a registered general practitioner at the South African Board of Personnel Practitioners (SABPP); a registered Master Reward Specialist with the South African Reward Association (SARA), a certified academic assessor; presenter at numerous national and international peer reviewed conferences. She has published several articles in accredited journals. She furthermore contributed a chapter in a Human Resource Management book entitled "Human Resource Management in Southern Africa. Contemporary Theories and Professional Practice Standards" and is a co-author of the book: "Remuneration Management: A South African Perspective". Her main research interest includes all aspects of employee remuneration (financial wellness), specifically executive

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remuneration (both within private and public sectors). This includes all aspects within remuneration that affects Human Resource Management Practices. Dr Bezuidenhout has over two decades wide-ranging South African Government and Parastatal institution experience in the field of Human Resource Management and 13 years' experience in higher education.

**Supervision:** She prefers a quantitative research methodological approach. She is currently expanding her skills in both qualitative and systematic literature review research methodology.

#### **Dr. J Botha**

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Dr Jo-Anne Botha's doctoral thesis focused on the assessment of adult learner self-directedness in an ODeLHE context. She has presented papers on adult learner agency and adult learner self-directedness and has co-authored various articles on adult learner self-directedness for peer-reviewed academic journals. Dr Botha has contributed chapters in three books. Her main research interests concern adult learner self-directedness, and how it is conceptualised, assessed, and inculcated in a South African and African ODeLHE milieu. Dr Botha has 15 years' experience of human resource development in private sector industry and 15 years' experience in higher education.

#### **Dr AJ de Bruyn**

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Dr Anita de Bruyn is involved in post-graduate supervision and learning facilitation in the field of employment relations. Anita is a seasoned practitioner and academic in the field of Human Resource Management, specifically employment relations. She has successfully supervised several masters and doctoral students. She is a registered master HR practitioner, serves on both the Higher Education Quality and Audit Councils at the South African Board for People Practices (SABPP); a certified academic assessor, moderator, and examiner; presenter at numerous national and international peer reviewed conferences, editor and contributor to leading ER textbooks, author of peer reviewed accredited journal articles and peer reviewer at several esteemed academic journals. Her main research interest concerns qualitative studies in employment relations: HPWP in the new world of work.

**Supervision:** Both quantitative and qualitative studies can be accommodated, but she prefer to supervise qualitative research methodological approach.

#### **Dr Alda Deas**

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Dr Alda Deas is a master practitioner registered at the South African Board for People Practices (SABPP). She completed her PhD in 2017. The study focused on the development of a psychological profile for diverse employees within the higher education environment. She has authored and co-authored a couple of articles published in accredited journals. She also contributed several chapters in books and co-edited the book "Redefining the psychological contract in the digital era: issues for research and practice". Her main research interest concerns employee retention, the psychological contract and career preoccupations.

**Dr Melissa du Plessis**

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**Supervision:** Her main research methodological approach is quantitative but is currently expanding her competence in qualitative research methodology.

Dr Melissa du Plessis is registered as a HR Professional with the South African Board of People Practices (SABPP) and an Industrial Psychologist with the Health Professions Council of South Africa (HPCSA). She completed her PhD degree in Psychology in 2018. She has published numerous articles in accredited journals and presented a research paper at an international conference. Her research interest is individual and organisational health and wellbeing.

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in mixed methods and qualitative research.

**Dr Louise Engelbrecht**

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Dr Louise Engelbrecht is a lecturer in the sub-section of Human Resource Development in the Department of Human Resource Management at Unisa. She is registered as an Industrial Psychologist and Psychometrist with the Health Professions Council of South Africa (HPCSA) and a Chartered HR professional with the South African Board for People Practices (SABPP). She completed her M. Com Degree specialising in Industrial and Organisational Psychology in 2012 at the University of Pretoria. She published a couple of articles, and chapters and presented papers at international conferences. She completed her PhD degree in 2021. Her thesis focused on constructing a career satisfaction and employability profile for knowledge workers. Her research interest includes career development, positive career outcomes (employability, career satisfaction, wellbeing, sustainable careers), career cognitions and career resources.

**Supervision:** She prefers a quantitative research methodological approach. She is currently expanding her skills in qualitative research methodology.

Dr Aleksandra Furtak is registered as a HR Professional (Learning & development) with the South African Board of People Practices (SABPP) and an Industrial Psychologist with the Health Professions Council of South Africa (HPCSA). In 2020 she graduated with a PhD degree in Industrial and Organisational Psychology. Her study focused on the development of a conceptual model of volunteer well-being. She furthermore co-authored a book on remuneration management, has published articles in accredited journals and co-supervises students in the Human Resource Management department. Her research interest is the well-being of employees in the workplace.

**Supervision:** Her main research methodological approach is qualitative.

Ms Veronica Hlongwane has more than 10 years' experience in organisational diagnosis, climate, trust, culture facilitating and employee engagement surveys for clients in the corporate and public sectors. Conducted assessments for recruitment, development, and career planning. She has 10 years' experience in competency assessments and application of psychometric tools for assessments. She was a Managing Director of Fotoworld PTY (Ltd) for 20 years. She is currently a lecturer in the Department of

**Dr Aleksandra Furtak**

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**Ms Veronica Catherine Hlongwane**

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Human Resource Management. She holds BCom (Hons) Industrial and Organisational Psychology (IOP) (UNISA), Bachelor of Commerce in IOP (UNISA) and Master of Commerce in IOP (UNISA). Currently, a Doctoral candidate in IOP. Ms Hlongwane published five co-authored research outputs in accredited journals and presented papers at peer-reviewed national and international conferences. Ms Hlongwane is registered with the South African Board for People Practices (SABPP) as a technician. She is involved in postgraduate supervision.

**Dr Maggie Holtzhausen**

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**Supervision:** Her main research methodological approach is quantitative but is currently expanding her competence in qualitative research methodology.

Dr. Maggie Holtzhausen holds a PhD degree from the University of South Africa (Unisa) and a MPhil degree from the University of Cape Town. Her PhD focused on the development of a framework for organisational conflict management within a SA ER context. The framework considered the role of leadership, organisational culture, employee voice, employee engagement and organisational trust in managing conflict within workplaces. Dr Holtzhausen also presented at numerous national and international peer reviewed conferences; authored peer reviewed accredited journal articles and co-authored several textbooks in her field. Maggie has wide-ranging industry experience in the field of ER and conflict management. She has been in the academic world for more than ten years, gaining valuable academic experience. She has won the Unisa award for Excellence in Tuition in 2015, indicating her passion for her subject field and students. She is a certified academic assessor.

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in mixed methods and qualitative research.

**Dr Monica Kirsten**

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Dr Monica Kirsten is a registered as a Master HR Professional with the SA Board for People Practices (SABPP). She has co-authored several books on employment relations management and human resource management; published articles in accredited journals and presented papers at national and international conferences. She served as Associate Editor of the South African Journal of Labour Relations (now the African Journal of Employment Relations). Dr Kirsten completed her PhD in Industrial and Organisational Psychology. The study was aimed at constructing a psychological profile for enhancing employment relations in the South African organisational environment. Her research focus includes workplace commitment; discretionary employee behaviour; high quality employment relations; and organisational cynicism and trust.

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in mixed methods and qualitative research.

**Dr Mpho Lerotholi**

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Dr Mpho Lerotholi is a registered as a Psychometrist (Supervised) with the Health Professions Council of South Africa (HPCSA) and as an OD/HR specialist with the South African Board for People Practices (SABPP). Prior to the lecturer role, she has worked for 15

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years in OD/HR environment for UNISA and NHLS as a specialist and OD senior manager. Her focus areas are Talent management, Organisation development, Performance management, rewards and remuneration. She is busy with her PhD: Talent management, work engagement and retention of professional nurses in Gauteng academic hospitals.

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in mixed methods and qualitative research.

**Dr Tebogo Molotsi**

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Dr Tebogo Molotsi is a registered as a Chartered HR Professional with the South African Board of People Practice (SABPP). She completed her PhD degree in 2021. She has many years practical experience as an HRM manager. Dr Molotsi's doctoral thesis focused on the management of risk from an HRM perspective within an ODeL university. She specialises in a qualitative methodology, specifically Interpretive Phenomenological Analysis. Dr Molotsi also focussed on human capital risk management in her masters' dissertation. She published her work in an accredited journal and presented a paper at an international conference on risk management.

**Supervision:** Her main research methodological approach is qualitative.

**Dr Elizabeth Rudolph**

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Dr Liné Rudolph, during 2019, graduated towards a PhD degree in Industrial and Organisational psychology focusing on the well-being of employees (caregivers) in the workplace. Prior to joining the academic world, she gained over a decade of wide-ranging experience in the military and corporate sector. She is registered with the SABPP and the HPCSA as an Industrial Psychologist. Her main research interest concerns well-being of employees at work. Dr Rudolph has authored several peer reviewed accredited journal articles and is involved in postgraduate supervision in the Department of Human Resources Management.

**Supervision:** Her main research methodological approach is qualitative, and her niche area is employee-wellbeing.

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**Dr Annette Snyman**

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Dr Annette Snyman is an HR Associate (Learning and Development) registered at the South African Board for People Practices (SABPP). She obtained her MPhil Labour Relations degree in 2014. She finalised her PhD in Management Sciences (Human Resource Management) in 2021 with her thesis entitled: "A framework for staff retention in the higher education environment: Effects of the psychological contract, organisational justice and trust". Dr Snyman has authored, and co-authored various articles published in

ORCID: [0000-0001-5302-8769](https://orcid.org/0000-0001-5302-8769) accredited journals as well as a chapter in an accredited research book. She has also co-supervised an MCom student who graduated *Cum Laude* in 2018. Her main research interest concerns employee retention, organisational commitment, intention to leave, the psychological contract, organisational justice, -engagement, -citizenship, -support and trust.

**Supervision:** Her main research methodological approach is quantitative. She is currently expanding her skills in mixed methods and qualitative research.

**Dr Ndayiziveyi Takawira**

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Dr Ndayiziveyi Takawira is registered as an HR Professional with the South African Board of People Practices (SABPP) and an Industrial Psychologist with the Health Professions Council of South Africa (HPCSA). She completed her PhD degree in Psychology in 2018. She has published several articles in accredited journals. She furthermore contributed to a chapter in the Springer - Psychology of Retention book. Her research interests include employee engagement, job embeddedness, retention, career development, psychosocial factors, (emotional intelligence, career adaptability, self-efficacy and career preoccupations) perceived organisational support and social support.

**Supervision:** Preference for quantitative methodology research.

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Dr Zelna van Niekerk is registered as a HR Practitioner with the South African Board for People Practices (SABPP). In 2013 she completed her Masters (M Ed) through the Northwest University and in 2018 her doctorate, D Ed, with Unisa. In both cases she focused on the education, training, and development (ETD) and wellness of persons with disabilities. She has published and presented papers on the topic at both national and international conferences. Dr van Niekerk also has more than 20 years' work experience in human resource management and development in both the private and public sector.

**Supervision:** Preference for qualitative methodology research.

**Ms Surette Wörnich**

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Ms Surette Wörnich is registered as a Master HR Professional with the SA Board for People Practices (SABPP). She has co-authored several books on human resource management; published articles in accredited journals and presented papers at national conferences. She is currently busy with her PhD in Industrial and Organisational Psychology researching the onboarding of newcomers in organisations. Her research focus areas include organisational commitment; the psychological contract; employee engagement and employee retention.

**Supervision:** Her main research methodological approach is quantitative.

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e?authority=408699b6-cd5c-  
4c88-9cf8-  
51838b7a9090&type=author](https://uir.unisa.ac.za/brows<br/>e?authority=408699b6-cd5c-<br/>4c88-9cf8-<br/>51838b7a9090&type=author)

## Lecturers

### Ms L Diedericks

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Mrs Liesl Diedericks is a registered Industrial Psychologist with approximately 15 years of experience in the private sector within the field of human resource development prior to pursuing her academic career. Her research interests focus on all aspects concerned with talent management. Talent management generally deals with the flow of employees into, through and out of the organisation. Typical topics may include recruitment and selection, leadership and management development, mentoring, and high-potential employee development. Mrs Diedericks is currently enrolled for her PhD in Industrial and organisational psychology. Her research focuses on developing a framework for the identification of high potential candidates within organisations.

**Supervision:** Her predominant research methodological approach is qualitative. She is currently expanding her skills in mixed methods which then includes quantitative methods.

### Ms Matumelo Dorothy Kola

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Mrs Matumelo Dorothy Kola is a registered HR professional at the South African Board for People Practices (SABPP). Her teaching focus is on Human Resource Management. She is currently registered for her PhD in management UNISA. She also completed her Master of Commerce through Unisa. Her Masters dissertation focused on human resource practices and job design strategies for virtual work environments. Her interest is in the field of research, HRM, policy development, training and development strategies for improved productivity levels within the broader context of work.

**Supervision:** Her predominant research methodological approach is quantitative and currently expanding her skills in mixed methods.

### Mr N Mdoyi

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Mr Ndomelele Mdoyi is a member of South African Board for People Practices as a HR Practitioner and is a certified assessor and moderator. Mr Mdoyi holds LLM labour Law from Nelson Mandela Metropolitan University and is currently enrolled for his PhD focusing on transformation in South African higher education institutions. His research focusses on employment relations management are on transformation.

**Supervision:** His predominant research methodological approach is qualitative approach.

**Ms L Naidoo**

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Mrs Linda Naidoo is registered as an HR Associate with the South African Board for People Practices (SABPP). Mrs Naidoo has approximately 7 years working experience in a private higher education institution and 8 years' experience as a lecturer at UNISA. She has a Master's degree (M. Admin) specialising in Human Resource Development which was obtained from the University of Kwa-Zulu Natal (UKZN). She is currently registered for her PhD specialising in Human Resource Management. Her research focuses on the influence of leadership, employee empowerment on organisational citizenship behaviour within an Open Distance Higher Learning Institution.

**Supervision:** Her predominant research methodological approach is quantitative.

**Ms A Rasivhetshela**

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Ms Aswindine Rasivhetshela is a member of South African Board for People Practices (SABPP) as an HR Associate. Prior to the lecturer role, the early years of her career were nurtured when she was working in the small businesses sector. From there she moved to the corporate world where she worked as an HR practitioner in the private sector. She obtained MCom in Labour Relations and Human Resources from Nelson Mandela University (NMU), BCom Honours in Human Resource Management from University of South Africa (UNISA), and a Bachelor of Commerce Degree in Human Resources and Business Management from Damelin Graduate College. She completed assessor and moderator workshop course from Unisa. Her research focus in employment relations management is on conflict management and dispute resolution mechanisms, and grievances and unfair labour practices in the workplace.

**Supervision:** Her predominant research methodological approach is quantitative.