



Personal Information

Title:	Professor
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Organisational role:	Associate Professor
Organisational position:	Lecturer
Area(s) of expertise:	Women at work

Executive Profile

Prof Bosch is an Associate Professor at the Stellenbosch Business School. Before coming to the USB, she taught at the University of Johannesburg. She served on the South African Board for People Practices (2006-2009) and is a registered Master HR Practitioner. She also served as the editor for Africa of the academic journal *Equality, Diversity and Inclusion* — an international journal from 2012-2016, and was the lead researcher of the Women in the Workplace research programme at the Department of Industrial Psychology and People Management, University of Johannesburg. Prof Bosch received training from Otto Scharmer of MIT, the developer of Theory U, in Presencing. She is the editor of the annual Women's Report of the SABPP and has published numerous public reports, articles and book chapters on diversity and women's issues at work.

Prof Bosch is actively involved in collaborative and dialogue-based change processes and women's identity and leadership development. Her group processes repertoire also includes Appreciative Inquiry, Theory U, World/Knowledge Café and Open Space Technology. In 2016, she was recognised by magazine *Marie Claire* in an article entitled '16 women challenging SA for the better: Talking about a revolution', and is consulted on women's issues for Women's Health and the Business Women's Association of South Africa for the Women in Leadership Census, SA's only indicator of women's representation in positions of leadership.

She researches women at work and teaches in the Human Capital Management and Leadership tracks at the USB. Professor Bosch holds a PhD from the School of Management at the University of Southampton (UK).



Education

Year	Degree	Field of Study	University	Country
2006	PhD	Management	University of Southampton	United Kingdom
1999	MCom Business Management	Management	Rand Afrikaans University	South Africa
1993	BCom Honours	Human Resource Development	Rand Afrikaans University	South Africa
1992	BCom	Industrial Psychology	Rand Afrikaans University	South Africa

Academic honours and awards

Year	Honour/Award	Honour/Award Description	Country
2011	Top paper award	Faculty of Management Conference	South Africa

Membership of professional and scientific organisations

Organisation

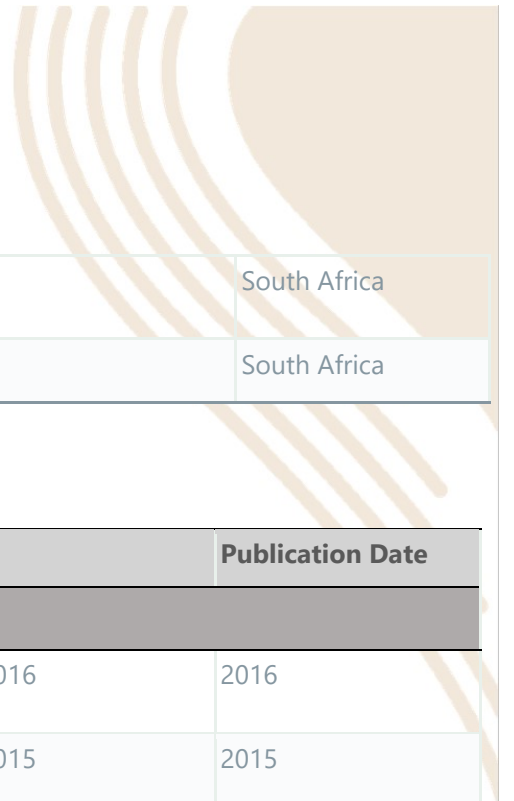
South African Board for People Practices (SABPP)

Academy of Management (AoM)

Africa Academy of Management (AFAM)

Academic and Professional Experience

Commencement date	End date	Position	Institution	Country
2017/01/01		Associate Professor	University of Stellenbosch Business School	South Africa
2011/01/01	2016/12/31	Associate Professor	University of Johannesburg	South Africa
2011/01/01	2016/12/31	Lead Researcher	University of Johannesburg	South Africa
2005/06/01	2017/12/31	Consultant	Oriri Consultants	
2002/01/01	2011/12/31	Senior Lecturer	University of Johannesburg	South Africa
1997/01/01	2002/12/31	Head of the For-profit Unit	Rand Afrikaans University	South Africa
1997/05/01	1997/08/31	Operations Manager	Documentation Associates Consulting Group (Pty) Ltd	
1994/09/01	1997/04/30	Independent HR consultant		



1993/10/01	1994/09/30	Client support consultant and trainer	South Africa
1991/07/01	1993/09/30	Bookkeeper	South Africa

Research

Research Book/Journal Title	Authors	Publication	Publication Date
Chapter in Book			
Pregnancy is here to stay – or is it?	Bosch, A	SABPP Women’s Report 2016	2016
Reasons for the gender pay gap — what HR practitioners should know	Bosch, A	SABPP Women’s Report 2015	2015
Work-based identity model testing	Bester, F, Bosch, A & Bal, PM	In Conceptualising and measuring work identity	2015
Practices of organising and managing diversity in emerging countries: Comparisons between India, Pakistan and South Africa	Bosch, A	The Oxford Handbook of Diversity in Organizations	2015
Women in South African academia — a statistical profile	Bosch, A	SABPP Women’s Report 2012	2012
Mentor profile	Bosch, A	In Venter, M. (Ed.) Wisdom from HR mentors	2011
Investigating the South African gender pay gap	Bosch, A	SABPP Women’s Report 2011	2011
Journal articles			
Retention of women accountants: The interaction of job demands and job resources	Ribeiro, S, Bosch, A & Becker, J	<i>South African Journal of Human Resource Management</i> , 14(1), 1-11	2016
Graduate identity development in South Africa: Misaligned warranting and the independent mediator	Dunne, I & Bosch, A	<i>Journal of Managerial Psychology</i> 30(3), 304-319	2015
Organisation value? Person value congruence and the relation to organisational commitment	Tabane, T Bosch, A & Roodt, G	<i>South African Journal of Labour Relations</i> , 37, 1-22	2013
Life role salience among black dual-career couples in the South African context	Bosch, A, De Bruin, GP, Kgaladi, B & De Bruin, K	<i>International Journal of Human Resource Management</i> , 23(14), 2835-2853	2012
Research management and research output	Bosch, A	<i>Acta Commercii</i> , Special Edition, 11(2), 19-30	2011



A proposed framework of institutional research development phases	Bosch, A	<i>Journal of Higher Education Policy and Management</i> , 33(5), 443-457	J2011
Addressing the nursing shortage at Netcare: A new remedy for the same prescription?	Thomas, A, Bosch, A & Boninelli, I	<i>South African Journal of Labour Relations</i> , 34, 46-67	2010
Retention factors of management staff in the maintenance phase of their careers in local government	Munsamy, M & Bosch, A	<i>South African Journal of Human Resource Management</i> , 7(1), 187-195	2009
An appreciative inquiry into the professional development of sport managers	Bosch, A	<i>African Journal for Physical, Health Education, Recreation and Dance</i> , June, 45-55	2007
The role of a positive trigger event in actioning authentic leadership development	Puente, S, Crous, F & Bosch, A	<i>Journal of Human Resource Management</i> , 5(1), 11-18	2007
Rethinking undergraduate curricula: A Delphi study of human resource management and industrial and organisational psychology	Bosch, A & Barkhuizen, N	<i>SA Journal of Industrial Psychology</i> , 31(3), 46-53	2005
Critical competencies to promote a customer service care capability in a bank sector call centre	Grobbelaar, RL, Roodt, G & Bosch, A	<i>SA Journal of Industrial Psychology</i> , 2(3), 16-24	2004