

## **Prof Deon Meiring**

### **CV**

**Deon Meiring** has a PhD Degree in Industrial and Organisational Psychology from Tilburg University in the Netherlands. Deon is a licensed psychologist, registered in the category Industrial Psychology at the Health Professions Council of South Africa. He is an Associate Professor at the Department of Human Resource Management, Faculty of Economic Management Sciences, University of Pretoria, where he is the master's programme coordinator for Industrial Psychology. In 2007 he was appointed Assistant Extraordinary Professor at the Department of Industrial Psychology at Stellenbosch University, a position he still holds. Before joining the University of Pretoria, he practised as a Senior Industrial Psychologist in the South African Police Service (SAPS) for 19 years (1991–2010), where he focused on specialised selection and assessment practices.

Deon Meiring's research examines industrial psychology and cross-cultural psychology in the workplace, with a focus on personnel psychology and assessment practice in multicultural settings. His research deals with workplace personality measurement, cross-cultural assessment, personnel selection and applied cross-cultural methodology. His research focus emanates from his PhD thesis 'Bias and Equivalence of Psychological Measures in South Africa' (2007), which assesses compliance of cognitive and personality tests in relation to Section 8 of the Employment Equity Act of 1998.

A major research project that stemmed from his PhD is the South African Personality Inventory (SAPI) project, which focuses on the development of an indigenous personality inventory for all language groups in South Africa. Prof Meiring is also involved in the South African GRID-plus research project, which aims to identify the transition of universals into culture specifics in the semantic fields of emotion across linguistic and cultural groups. The VLIR project has expanded into developing a culturally sensitive emotion-behavior questionnaire and an emotion-competence training programme for the SAPS. In 2008 Prof Meiring established the Assessment Centre Research Focus Area at the Assessment Center Study Group (ASCG) in collaboration with the Department of Industrial Psychology at Stellenbosch University. The research aims to develop a centre of academic excellence with regard to the study of assessment centres (AC) and their applied value.

Prof Meiring is a member of a number of local and international bodies. These include the Society of Industrial and Organisational Psychology of South Africa (SIOPSA), the Society for Industrial and Organizational Psychology (SIOP) in the USA, and the International Association for Cross-Cultural Psychology (IACCP). In 2006 he was appointed chairperson of the Assessment Centre Study Group (ACSG)

in South Africa, and in 2013 became an executive committee member of SIOPSA. In 2010 he received an honorary membership from the Assessment Centre Study Group (ACSG) for his work in the assessment centre field in South Africa. He was an executive committee member of the People's Assessment Initiative (PAI) in South Africa from 2006 to 2008. In 2008 he became an executive member of the International Association for Cross-Cultural Psychology (IACCP), and in 2012 was selected as their Central and Southern Africa regional representative.

Prof Meiring served as host and chairperson at the 3<sup>rd</sup> International Coping with Stress, Resilience and Engagement Conference in September 2011, held in Pretoria, South Africa. Prof Meiring and Prof Leon Jackson from North-West University were joint hosts and chairpersons of the 21st International Congress of the International Association for Cross-Cultural Psychology (IACCP), held in July 2012 at Stellenbosch University, South Africa. In 2013 Prof Meiring will serve as chairperson of the Local Organising Committee at the First World Personality Conference, that was held in Stellenbosch.