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| **Department** | Operations Management | |
| **Discipline** | Occupational Health & Safety (OHS) Management | |
| **Broad Research Focus Area** | Skills Development for OHS in Africa | |
| \*Note to students | Note that this is a research focus area and not your research topic. You research topic needs to slot in under this research focus area. It is important that your research focus on a topic that does not simply repeat what other researchers have already researched. Look at topics that are burning issues or that could make a difference in Skills Development for OHS in Africa. | |
| **Total Capacity for 2024** | 2 Master’s |

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| **Supervision Team details:** | **Academic Profile** | | **Capacity** |
| **Ms Leonie Louw**  **[[1]](#footnote-1)(Contact person for this focus area)**  Office: 012 429 4799  Email: louwlb@unisa.ac.za  ORCID : <https://orcid.org/0000-0002-9725-0756> | Leonie Louw is a lecturer in safety management at UNISA and she is in the process of completing her PhD in Events Risk Management. She obtained two Master’s degrees. The most recent is an MSc in Occupational Safety and Health at Columbia Southern University, based in the United States of America. Leonie completed her MCom dissertation in the Department of Business Management entitled Retrenchment In The Insurance Industry: The Small Business Development Dividend. She obtained her BCom in Business Management and BCom Honours in General Management in 2007 and 2010 respectively.  Prior to joining UNISA, Leonie worked in the private sector for eight years as a small business consultant and strategist. Leonie’s involvement in the NGO sector over the years includes serving on the management board of two NGOs as well as community and community upliftment projects. She is a registered skills development facilitator, assessor and moderator with SAQA. Leonie completed various certificates in environmental management and safety management and has co-authored several publications. Her research is focused on occupational health and safety, safety management, risk management, events management, small business management and entrepreneurship, sustainability and skills development. | | 1 Master’s |
| **Dr E Esterhuyzen**  **[[2]](#footnote-2)(Contact person for this focus area)**  Office: 012 429 3612  Email: [estere@unisa.ac.za](mailto:estere@unisa.ac.za)  ORCID : <https://orcid.org/0000-0002-2940-387X> | Dr Elriza Esterhuyzen is currently employed as a senior lecturer in Safety Management in the Department of Operations Management at the University of South Africa (UNISA). Her PhD qualification is entitled Occupational Health and Safety: A Compliance Management Framework for Small Businesses in South Africa.  Her tertiary qualifications include a BA degree (University of Pretoria [UP]), a BCom degree with specialisation in Law (UNISA), an MPhil degree in Small Business Management and Entrepreneurship (UP, with distinction), an MSc in Occupational Safety and Health from Columbia Southern University (Summa Cum Laude) as well as various certificates in Environmental Management and Environmental Law from North-West University and the Unisa Centre for Business Management. She has also successfully completed (with distinction) the Stellenbosch University’s CREST Online Training Course for Supervisors of Doctoral Candidates at African Universities.  In addition to lecturing Safety Management and supervising various Master’s and Doctoral students at UNISA, Elriza is currently involved as part-time lecturer and supervisor on Advanced Research Methodology at the Tshwane University of Technology, as well as on master’s level Talent Management and Customer Relationship Management modules at STADIO. Her previous teaching experience includes being a part-time lecturer on Risk Management and Business Intelligence at master’s level, and various undergraduate modules at tertiary institutions.  Before joining the academic community, Elriza owned and managed her own business for 12 years. She is registered with the South African Qualifications Authority (SAQA) as an assessor and moderator and is a member of the Golden Key International Honour Society as well as the Order of the Sword & Shield Academic and Professional Honour Society. She is a Graduate Member of the South African Institute of Occupational Safety and Health (SAIOSH) and a member of the Southern African Institute for Management Scientists (SAIMS). She has authored and co-authored a number of publications and has delivered several conference papers. She has supervised several Master’s and Doctoral students to completion. | | 1 Master’s |
| **Model of supervision** | Candidates will be allocated to a supervisor but will be required to work independently within the requirements of higher degree studies. Additionally, the candidate will have to present his/her work to a panel of academic at colloquia. Additionally, the candidate should submit his/her work to be reviewed by a blind peer review process. | | |
| **Selection criteria: Master’s/Doctorate** | Refer to the qualification website for selection criteria. | | |
| **Selection Procedure** | Refer to the qualification website for selection procedure. | | |
| **Research scope** | The main aim of this research focus area is to relate the major theories of skills development in formal and informal educational settings. This includes primary and tertiary educations, informal and workplace courses or other relevant skills development activities relating to the practice and theory of OHS. Skills development in OHS will allow students with the opportunity to discover and develop results that is practically applicable in workplace and academic environments. | | |
| **Reading:**  **Subject Field** | **This is a selection of articles and/or recent books in this research focus area. ‎Further reading over and above these is essential:**   * Dabić, M., Dana, L.P., Nziku, D.M. and Ramadani, V., 2022. *Women Entrepreneurs in Sub-Saharan Africa*. Springer Nature Switzerland AG. * Louw, L.B. and Esterhuyzen, E., 2022. Disaster risk reduction: Integrating sustainable development goals and occupational safety and health in festival and event management. *Jàmbá: Journal of Disaster Risk Studies*, 14(1), p.10. * Esterhuyzen, E. and Louw, L.B., 2019. Small business success: Identifying safety hazards and safety risks. *Jàmbá: Journal of Disaster Risk Studies*, 11(1), pp.1-7. * Esterhuyzen, E. and Louw, L.B., 2019. Fundamentals of safety hazards: A scientific perspective. *Jàmbá: Journal of Disaster Risk Studies*, 11(1), pp.1-10. * Smit, S.J. and Masebe, 2023. *Managing organisational safety culture*., 2nd Ed. Juta * Cronje, L., Ferreira, E.J. & Van Antwerpen, S. 2017. Responsible business practices: aspects influencing decision-making in small, medium and micro-sized enterprises. *African Journal of Business Ethics*, 2017-1 * Scholtz, E. & van Antwerpen, S. 2021. An assessment of the psychological impacts of time management on employees in the events management sector. *Journal of Contemporary Management*, 18(2):online. ISSN 1815-7440. * Esterhuyzen, E. & Visser, D. (2022) ‘Occupational health and safety in small businesses – a South African perspective’, Int. J. Entrepreneurship and Small Business, Vol. 46, No. 3, pp.287–309. * Tracey, JB., & Swart, MP. (2020) Training and development research in tourism and hospitality: A perspective paper. Tourism Review, 75(1):256-259. https://doi.org/10.1108/TR-06-2019-0206 * Goetsch, D.L. and Davis, S.B., 2014. *Quality management for organizational excellence*. Upper Saddle River, NJ: Pearson. * Reese, C.D., 2015. *Occupational health and safety management: a practical approach*. CRC press. * Glendon, A.I., Clarke, S. and McKenna, E., 2016. *Human safety and risk management*. Crc Press. * Jeremy. Stranks, 2016. *Health and Safety At Work: Key Terms*. Routledge. * Hollnagel, E., 2014. *Safety-I and safety–II: the past and future of safety management*. Ashgate Publishing, Ltd.. | | |
| **Reading:**  **Research Methodology** | **This is a selection books on methodology. Further reading over and above these is essential:**   * Fouche, C.B., Strydom, H., and Roestenburg, W.J.H. 2021. *Research at Grass Roots*. Van Schaik Publishing. * du Plooy-Cilliers, F., Davis, C., Bezuidenhout , R., 2021. *Research Matters*. Juta & Co: Cape Town. * Creswell, J.W., 2021. *A concise introduction to mixed methods research*. SAGE publications. * Creswell, J.W. and Creswell, J.D., 2017. *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications. * Bryman, A. and Bell, E., 2015. *Business research methods*. Oxford University Press, USA. * Brannen, J. ed., 2017. *Mixing methods: Qualitative and quantitative research*. Routledge. * Saunders, M., Lewis, P. & Thornhill, A. 2019. *Research methods for business students*. Seventh edition. Boston, MA: Pearson Education. * Taylor, S.J., Bogdan, R. and DeVault, M., 2015. *Introduction to qualitative research methods: A guidebook and resource*. John Wiley & Sons. | | |
| **Resources: Scholar community** | Scholarly reading will include peer reviewed and academic journal articles, applicable textbooks, as well as the latest legislative and regulatory requirements in the chosen field of study. It is also advised that students familiarise themselves with the resources provided by industry bodies, both national and international. | | |
| **Potential M&D research focus area for M&D research projects** | | | |
| **Unit of Analysis** | | **Research Focus** | |
| **In general** | | Individuals, teams, organizations, institutions, various collectives such as industries and countries, processes, safety interventions, safety concepts, safety theories, safety models, scientific methods and techniques, bodies of scientific safety knowledge and literature, and safety data or statistics. | |

1. Please note that consulting the research focus area leader is no assurance that your application will be approved. If, however, your application is approved, it is also not a guarantee that he/she will be allocated as your supervisor. [↑](#footnote-ref-1)
2. Please note that consulting the research focus area leader is no assurance that your application will be approved. If, however, your application is approved, it is also not a guarantee that he/she will be allocated as your supervisor. [↑](#footnote-ref-2)