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| **Department** | Operations Management | |
| **Discipline** | Occupational Health & Safety (OHS) Management | |
| **Broad Research Focus Area** | Ethics and leadership in OHS | |
|  | 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 the field of ethics and leadership in OHS. | |
| **Available capacity for 2024** | 2 PhD’s, 1 Master’s | |
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| **Supervision Team details:** | **Academic Profile** | **Capacity** |
| **Dr Elriza Esterhuyzen**  **[[1]](#footnote-1)(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 PhD  0 Master’s |
| **Mrs Cheryl Rielander**  Office: 012 429 2497  Email: rielacl@unisa.ac.za  ORCID : <https://orcid.org/0000-0002-4624-5033> | Cheryl Rielander is employed at Unisa as a senior lecturer in safety management in the Department of Operations Management. She was previously employed by the South African National Defence force (1983 – 2015). She has been involved in occupational health and safety in the medical environment since 1994. Cheryl is the author of a number of textbooks and textbook chapters in a series of safety management textbooks. Cheryl is registered with the South African Institute for Occupational Safety and Health (SAIOSH) as a graduate member.  Cheryl has completed her PhD in management studies with a focus on safety risk management. She holds a Master’s degree in Safety Management through Columbia Southern University. She also has extensive knowledge related to the field of health and holds several Diplomas in Nursing and a Certificate in Occupational Health Nursing which provides a unique perspective on the various disciplines in occupational health and safety. Cheryl completed various short courses relating to Occupational health and Hygiene. Other short courses that Cheryl completed in Safety Management includes SAMTRACK, assessors, moderators, and design and development courses to name but a few. | 1 PhD or  1 Master’s |
| **Ms Leonie Louw**  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** |
| **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 suggested areas of focus in this field of study include, but are not limited to, the following:   * Safety culture * Analyse and assess importance of leadership role in safety * Personal ownership of safety as cornerstone for safety excellence * Leadership/supervisor’s goals and responsibilities in the workplace * Safety communication * Benchmarking * Performance measurement and improvement of safety in the workplace * Problem solving in occupational safety * Managing safety through organizational change. | |
| **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:**   * Esterhuyzen, E., 2022. Occupational health and safety in small businesses: The rationale behind compliance. *African Journal of Business Ethics*, *16*(1), pp.42-61. * Esterhuyzen, E., 2019. Small business barriers to occupational health and safety compliance. *The Southern African Journal of Entrepreneurship and Small Business Management*, *11*(1), pp.1-8. * 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:**   * 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. 2016. *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. | |
| **Ethics and leadership in OHS** | Suggested areas of focus in this field of study include the following: Safety culture, analyse and assess importance of leadership role in safety, personal ownership of safety as cornerstone for safety excellence, leadership/supervisor’s goals and responsibilities in the workplace, safety communication, benchmarking, performance measurement and improvement of safety in the workplace, problem solving in occupational safety, managing safety through organizational change. | |

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)