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| **Department** | Industrial & Organisational Psychology | |
| **Discipline** | Industrial Psychology | |
| **Research Focus Area** | **Qualitative well-being and adjustment** | |
| **Supervision Team** | Prof HA Barnard  Prof M May  Prof KP Moalusi  Dr A van Niekerk  Dr L Tonelli  Dr L Steyn  Ms B Mahlangu | |
| **Total intake for 2024** | 9 (5 Masters and 4 PhDs) | |
| Industrial and Organisational Psychology Departmental link: [IOP Research Focus Areas](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/IOP-Research-Focus-Areas) | | |
| **Supervision Team details:** | **Academic Profile** | **Capacity** |
| **Prof HA Barnard (Contact person for this focus area)**  Office: AJH3-109  Phone: +27124294541  [barnaha@unisa.ac.za](mailto:barnaha@unisa.ac.za)  ORCID: 0000-0003-0371-9486 | **Academic Profile**  Prof Barnard is a full professor in Industrial & Organisational Psychology. She has published and supervised several qualitative postgraduate research projects in this and other fields related to Industrial Psychology. | **Capacity**  Up to 2 Doctorates |
| **Prof M May**  Office: NSR 3-77  Phone: +27124298209  [mayms@unisa.ac.za](mailto:mayms@unisa.ac.za)  ORCID: 0000-0003-3533-4898 | **Academic Profile**  Prof May is a full professor in Industrial & Organisational Psychology. She has extensive qualitative research experience on various topics. She has supervised several postgraduate research projects using different meta-theoretical paradigms in qualitative studies in various Psychology disciplines. | **Capacity**  Full |
| **Prof KP Moalusi**  Phone:+27124298064  [moalukp@unisa.ac.za](mailto:moalukp@unisa.ac.za)  ORCID: 0000-0002-7223-1313 | **Academic Profile**  Prof KP Moalusi is an associate professor in Industrial & Organisational Psychology. He has extensive qualitative methods experience. He has published and supervised several qualitative postgraduate research projects. | **Capacity**  Up to 1 Doctorate Up to 1 Master’s |
| **Dr A van Niekerk**  Office: AJH3-105  Phone: +27124298231 [vnieka2@unisa.ac.za](mailto:vnieka2@unisa.ac.za)  ORCID: 0000-0002-6821-5708 | **Academic Profile**  Dr van Niekerk is a senior lecturer in Industrial & Organisational Psychology. She lectures on postgraduate level and supervises qualitative postgraduate research projects on masters and doctoral level. Dr van Niekerk has experience in organisational development and change approaches, organisational development interventions, leadership, personnel psychology, integrity and organisational risk management. | **Capacity**  Up to 2 Master’s  Up to 1 Doctorate |
| **Dr L Tonelli**  Office: AJH3-108  Phone: +27124298226  [leyl@unisa.ac.za](mailto:leyl@unisa.ac.za)  ORCID:  [orcid.org/0000-0002-6092-6740](http://orcid.org/0000-0002-6092-6740) | **Academic Profile**  Dr Tonelli is a lecturer in the Department of Industrial Psychology. She has published nationally and internationally using qualitative methods researching well-being of women leaders in organisations and the concept of shame. A qualitative research method of particular interest to her is Interactive Qualitative Analysis (IQA). | **Capacity**  Up to 1 Master’s |
| **Dr L Steyn**  Office:  Simon Radipere Building 3-104  Phone: +27124293794  [steynl3@unisa.ac.za](mailto:steynl3@unisa.ac.za)  ORCID:  <http://orcid.org/0000-0003-4602-7121> | **Academic Profile**  Dr Steyn is a lecturer in the Department of Industrial Psychology and recently completed her PhD in psychology. She lectures on undergraduate and postgraduate level and supervises qualitative postgraduate research projects on master’s level. Her fields of interests are well-being, personal transformation, transpersonal psychology, positive psychology, coaching psychology and career psychology. | **Capacity**  Up to 1 Master’s |
| Ms BS Mahlangu  Office: NS Radipere 3-106  Phone: +2712429-8242  [mahlabs@unisa.ac.za](mailto:mahlabs@unisa.ac.za)  ORCID:  <https://orcid.org/0000-0002-2566-0828> | Academic Profile Ms. Busisiwe Mahlangu is a lecturer in the department of Industrial and Organisational Psychology at the University of South Africa. She has completed her MPhil IOP degree. Her primary research interests include leadership development and coaching, reflective practice in industrial psychology consulting, employee wellbeing and organisational support interventions, as well as the neuroscience of organisational behaviour. Qualitative research projects are preferred. | Capacity Up to 1 Master’s (Co-supervised |
| **Model of supervision** | Students will be allocated to a supervisor but will be required to work independently within the requirements of higher degree studies. Additionally, students will be guided through online tutoring regarding:   1. Research methodology 2. Doing a literature review 3. How to write a research proposal 4. Ethics in research 5. APA 7th edition Referencing   As part of the qualification, students will be expected to write and present a full research proposal to a panel of academics for approval, and obtain ethics clearance from the institutional ethics committee, before continuing with the actual research project. | |
| **Application procedure** | Apply for a space in this focus area using the **formal UNISA online application procedure** outlined on <https://www.unisa.ac.za/sites/corporate/default>.  Remember you must first apply for a **student number**. | |
| **Selection criteria: Master’s/Doctorate** | Refer to the UNISA application website for general M&D qualification admission criteria. In addition to the admission criteria contained in the *my*Choice brochure, applicants are required to prepare:  **Masters students:** a research outline (max 5 pages) describing the following:   1. A proposed topic and motivation for the study 2. Research problem and objectives 3. A brief review of relevant literature 4. Research design: Motivation for a quantitative or qualitative study 5. Ethics considerations and access to the research context 6. List of references (use APA 7th edition referencing guidelines)   **Doctorate students:**a research outline (max 20 pages) describing the following:   1. A proposed topic and motivation for the study 2. Problem statement and research aims 3. A brief review of relevant literature 4. Research design: Motivation for:    1. a qualitative/ mixed-method choice of study    2. Research participants: Population and sampling strategy    3. Measuring instruments    4. Research procedure    5. Qualitative data analysis 5. Ethics and access to research context 6. Envisaged contribution of the study 7. List of references (use APA 7th edition referencing guidelines)   🖝 To prepare your research outline as required above, **GO TO** the IO Psychology departmental website to **download a research outline guide**:     * **Masters students**: [Apply: Department of IO Psychology/Masters-degrees](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/Masters-degrees) * **Doctorate students:** [Apply: Department of IO Psychology/Doctoral-degrees](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/Doctoral-degrees)   🖝 On the front page indicate the relevant Research Focus Area (RFA) that you are applying for. It must be clear **HOW** your proposed study aligns with the topic and methodological focus of this RFA. | |
| **Selection procedure** | In addition to minimum academic requirements, the following criteria will be applied to assess your research outline:   1. **Relevance to the Research focus area.** 2. **Academic merit of the research topic**: Quality in terms of originality and impact of the topic’s reach and significance toward adults in the African/South African-located work context. Applicants must justify the research problem (in practice and in terms of existing research gaps) and the contribution of the study to advance knowledge in the field. 3. Demonstrate clarity about the **core constructs** and a fair knowledge base of the most recent research. 4. Evidence of **critical thinking**: The candidate’s skills and abilities in analysing, applying, and evaluating information. 5. **Academic writing skills:** The extent to which the research outline convey coherent and well-developed arguments that are supported with relevant evidence; the logically sequence of paragraphs; the use of appropriate diction and sentence structures, and the use of correct grammar, punctuation, spelling and syntax. 6. **Access** to the research context and research participants. | |
| **Documents to support application** | * **Academic Record** * **Proposed research outline** (max 5 pages [masters] or max 20 pages [PhD]) * **One-page** abbreviated **CV** including:   + Academic qualification   + Work experience   + Contact details   + Personal motivation for the study   + Previous research, if any | |
| **Research scope** | The Qualitative Wellbeing research agenda focuses on addressing methodological, practice/policy and theoretical gaps about well-being and adjustment of employees in common, unique, peculiar, distinct or exceptional work circumstances/ occupations. For example, working with violence and crime (police and protection/ security services; slaughterhouses; morgues; women in male dominated work environments etc.). Exploring well-being in the context of gender and culture therefore forms a significant focus here. As such the development of related theoretical products (frameworks, constructs and models) as well as best practice guidelines for policy formulation or intervention development in the field of employee well-being should be key to research objectives in this research focus area. Description and exploration of lived experiences of phenomena related to employee well-being and adjustment (e.g. integrity, authenticity, work identity, work-life balance, sense of coherence, work engagement, burnout, adjustment, resilience and coping) are researched to enhance understanding of the human condition and behaviour in the work place and to inform theory development, policy formulation and intervention development. Qualitative methodologies such as hermeneutic phenomenology, grounded theory, transformational psychology and narrative research are applied. ***Quantitative*** *studies in employee well-being are* ***NOT included*** *in this focus area.* | |
| **Reading:**  **Subject Field** | **This is a selection of open access articles in this research focus area that you can access online on Google Scholar. ‎Further reading over and above these will be to your advantage:**  Barnard, A., Clur, L., & Joubert, Y. (2016). Returning to work: The cancer survivor’s transformational journey of adjustment and coping. *International journal of qualitative studies on health and well-being*, *11*(1), 32488.  Bowman, B., Bhamjee, F., Eagle, G., & Crafford, A. (2009). A qualitative study of the multiple impacts of external workplace violence in two Western Cape communities. *South African Journal of Psychology*, *39*(3), 300-313.  Martin, P., & Barnard, A. (2013). The experience of women in male-dominated occupations: A constructivist grounded theory inquiry. *SA Journal of Industrial Psychology*, *39*(2), 01-12.  Jugeo, N., & Moalusi, K. P. (2014). My secret: The social meaning of HIV/AIDS stigma. *SAHARA-J: Journal of Social Aspects of HIV/AIDS*, *11*(1), 76-83.  Saayman, T., & Crafford, A. (2011). Negotiating work identity. *SA Journal of Industrial Psychology*, *37*(1), 01-12.  Van Niekerk, A., & May, M.S. (2019). Co-constructing integrity: A conceptual framework. *SA Journal of Industrial Psychology, 45*, a1498. <https://doi.org/10.4102/sajip.v45i0.1498> | |
| **Reading:**  **Research Methodology** | **This is a selection of articles on relevant methodology in this research focus area that you can access online on Google Scholar. ‎Further reading over and above these is essential:**  Creswell, J.W., & Creswell, J.D. (2017). Research Design (5th Edition). ISBN: 9781506386713  Laverty, S. M. (2003). Hermeneutic phenomenology and phenomenology: A comparison of historical and methodological considerations. *International journal of qualitative methods*, *2*(3), 21-35.  Mills, J., Bonner, A., & Francis, K. (2006). The development of constructivist grounded theory. *International journal of qualitative methods*, *5*(1), 25-35.  Petty, N. J., Thomson, O. P., & Stew, G. (2012). Ready for a paradigm shift? Part 2: Introducing qualitative research methodologies and methods. *Manual therapy*, *17*(5), 378-384.  Probert, A. (2006). Searching for an Appropriate Research Design: A Personal Journey. *Journal of Research Practice*, *2*(1), D3.  Schurink, W. J. (2003). Qualitative research in management and organisational studies with reference to recent South African research. *SA Journal of Human Resource Management*, *1*(3), 2-14. | |
| **Other Open Access Resources:** | South African Journal of Industrial Psychology: [www.sajip.co.za](http://www.sajip.co.za)  South African Journal of Human Resources Management: [www.sajhrm.co.za](http://www.sajhrm.co.za)  International on Qualitative Studies on Health and Wellbeing <http://www.ijqhw.net/index.php/qhw>  Forum Qualitative Research: <http://www.qualitative-research.net/index.php/fqs> | |
| **Potential M&D research focus areas or research projects**  To be directed by sound literature review, a basic methodological understanding of qualitative research as well as availability of research context and participants. | | |
| **Unit of Analysis** | **Research Focus** |
| **Individual, Group & Organisation Phenomena** | Constructivist grounded theory inquiry into the well-being or adjustment constructs/ experiences in unique/ distinctive/ exceptional work situations | |
| Narrative and thematic exploration of lived experiences of well-being or adjustment constructs/ experiences in unique/ distinctive work situations | |
| Hermeneutic phenomenological analysis of well-being or adjustment constructs/ experiences in unique/ distinctive/ exceptional work situations | |
| Critical/ feminist perspective on well-being or adjustment constructs/ experiences in unique/ distinctive/ exceptional work situations | |
| Transformative research on well-being or adjustment constructs/ experiences in unique/ distinctive/ exceptional work situations | |
| Wellbeing in the context of gender and culture in the workplace. | |