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| **Department** | Industrial and Organisational Psychology | | |
| **Discipline** | Industrial Psychology | | |
| **Research Focus Area** | **Employment relations and IO Psychology** | | |
| **Supervision Team** | Dr MA Matjie  Mr F Kau | | |
| 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** |
| **Dr MA Matjie (contact person for this focus area)**  Office: NS Radipere, 3-78  Phone: 0124293476  [matjima@unisa.ac.za](mailto:matjima@unisa.ac.za)  ORCID: [*0000-0001-5767-4995*](http://orcid.org/0000-0001-5767-4995) | Academic Profile  Dr MA (Tshepo) Matjie (Dtech: Labour Relations Management) is a Senior Lecturer in the Department of Industrial and Organisational Psychology. He is currently supervising postgraduate students in different focus areas of IOP. He is the author of an academic book titled: Employment Relation in South Africa: A psychological perspective. | | 2 Masters  1 Master’s Co-supervisor  2 PHD |
| Mr. Freddy Sedumedi Kau  Office: NS Radipere 3-109  Phone:  Email: [kaufs@unisa.ac.za](mailto:kaufs@unisa.ac.za)  ORCID: 0000-0003-3343-9741 | Mr Freddy Sedumedi Kau is currently a Junior lecturer in the department of Industrial and Organisational Psychology. He completed his Coursework (M1) in I/O Psychology in 2020 and is currently registered for his master’s mini dissertation in Industrial and Organisational Psychology. He is presently interested in Employment, industrial and Labour relations in IO Psychology as his focus area. | | 1 Master as a Co-supervisor |
| Dr Mochabo Moerane  Office NRS:3-53  Phone: 0124292197  Email: [Moeraem@unisa.ac.za](mailto:Moeraem@unisa.ac.za)  <http://orcid.org/000-0002-6573-8634> | **Dr Mochabo Moerane is a Lecturer in the** Department of Industrial and Organisational Psychology. He was the Chair of Department: Human resource management at UNISA. He is professionally registered as an Industrial and Organisational Psychologist with the Health Professions Council of South Africa (HPCSA), and as a Master Human Resources Practitioner with the South African Board for People Practice (SABPP) in the category of OD, Coaching and Mentoring, and finally he is registered as a Social worker with the South African Council for Social Services Professions (SACSSP). | | 1 PHD  1 Masters |
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| **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:   1. Academic qualification   2. Work experience   3. Contact details   4. Personal motivation for the study   5. Previous research, if any | | |
| **Research scope** | This research focus area is on producing new knowledge that extends current perspectives.  There has been a neglect of IOP contributions to employment/labour and industrial relations by the practitioners in the employment/labour/industrial relations field (Tustin and Geldenhuys, 2003, Matjie, Maleka and Allais, 2021). This has led to the deteriorations of employment relations and contributed to the resurgence industrial actions in the workplaces across the country and internationally. The scope of this RFA is:   * to give a platform to researchers in IOP (Industrial and Organisational Psychologists) to engage with employment/labour/industrial relations issues and make valuable contributions and recommendations to the industry and * to also give people in the industry (IR, HRM, LR managers, practitioners, specialists, consultants and officers) opportunity to, through IOP make psychologically savvy contributions to their own field.   **Core constructs** of relevance to this research focus area include:   * Employment relations (employers/employees, strikes/lockouts, retrenchments/experiences/perceptions/challenges, discipline/dismissals/sexual harassment/justice etc.) * External Employment-related issues in South Africa (PESTEL-E) * Industrial/labour relations (issues/challenges) * Trade unions (types, roles, rights, rivalry, strikes) * Shop stewards (rights, duties, experiences, challenges, perceptions, characters, personalities) * Trade union federations (COSATU etc) | | |
| **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:   * Matjie, M. A. (2023). Employment relations in South Africa: A psychological perspective (1st ed.). Pretoria: Van Schaik Publishers. ISBN: 978-0-627-04038-2 (Print); ISBN: 978-0-627-04039-9 (eBook). * Matjie, M.A., Allais, C & Maleka, M. (2021). Role conflict experiences of South African shop stewards: An exploratory study, Journal of Psychology in Africa, 31:2,209-215, DOI: 10.1080/14330237.2021.1903185 * Matjie, M.A., Allais, C & Maleka, M. (2021). Challenges faced by shop stewards in two South African trade unions. 2021 International Business Conference proceedings. North-West University (ISBN: 978-0-620-95933-9), pp. 455-471. * SOUTH AFRICA. Employment Legislations post 1994 * MOORE, R.J. 1980. The motivation to become a shop steward. British Journal of Industrial Relations, 18:90–98. * MUTYANDA, N. 2011. Shop floor challenges, opportunities and strategies of shop steward in post-apartheid South Africa: a case study of the National Union of Metalworkers of South Africa (NUMSA). MA dissertation, Johannesburg, University of the Witwatersrand * NGONINI, X. 2000. COSATU congress from the floor. South African Labour Bulletin, 24(5):52–54. * SAMBURENI, N.T. 1997. The apartheid city and its labouring class: African workers and the independent trade union movement in Durban 1959–1985. PhD dissertation, Pretoria, University of South Africa. * TUSTIN, C. & GELDENHUYS, D. 2003. Labour relations: the psychology of conflict and negotiation. 2nd ed. Cape Town: Oxford University Press Southern Africa. * WEBSTER, E. 2007. Trade unions and political parties in Africa: new alliances, strategies and partnerships. Briefing paper no. 3. Available from: http://www.fes.de/gewerkschaften [Accessed: 15/06/2012]. | | |
| **Reading:**  **Research Methodology** | This is a selection book on methodology. Further reading over and above these is essential:   * Salkind, N.J. (2014). *Exploring research*. 8th edition. Cape Town: Pearson. Web Center for Social Research Methods visit the World Wide Web at: <https://socialresearchmethods.net/> * CRESWELL, J.W. (2017). *Research design: qualitative, quantitative and mixed methods approaches*. (5th ed.). Thousand Oaks, CA: Sage. * CRESWELL, J.W. (2015). *30 essential skills for the qualitative researcher.* Los Angeles, CA: Sage. * DENZIN, N.K., & LINCOLN, Y.S. (2018). Introduction: The discipline and practice of qualitative research. In: Denzin, N.K. & Lincoln, Y.S. (eds.). *The Sage handbook of qualitative research*. 5th ed. Thousand Oaks, CA: Sage: 1–19. * DE VAUS, D.A. (2014). *Surveys in social research.* (6th ed.). Perth: UCL Press. | | |
| **Resources: Scholar community** | Prominent journals to consult:   * African Journal of Employment Relations (Unisa Press) * Employee Relations - Emerald Publishing * Journal of Industrial Relations (SAGE) * South Africa Journal of Human Resource Management (Aosis) * South African Journal of Industrial Psychology (Aosis) * Industrial Relations Journal (Wiley) * Labour & Employment Relations * Indian Journal of Industrial Relations * International Labour Organisation (ILO) (<https://www.ilo.org/global/lang--en/index.htm>) * Labour Guide (<https://www.labourguide.co.za/>) | | |
| **Potential M&D research focus areas or research projects**  To be directed by sound literature review, a basic methodological understanding of research as well as availability of research context and participants. | | | |
| **Unit of Analysis** | | **Research Focus** | |
| **Individual, Group & Organisation Phenomena** | | * Analysis of individuals and groups is a sub-aspect of analyses on variable level. * Differences between individuals from diverse socio-demographic groups (for example, age, generations, race, gender, geography, tenure, job level, organisational type, profession, employment status) on core constructs (see research scope) * Exploring associations between core constructs (see research scope) * Exploring the prediction role of core construct variables on an outcome variable (construct), for example, employees' attitudes/perceptions or experiences during strikes/industrial actions. * Exploring the mediation and/or moderating role of core construct variables in the link between other core constructs. For example, Personality types of shop stewards, are moderated by reasons to become shop stewards, and influenced by the benefits of being a shop steward. Personality types and joining of trade unions. * Constructing new psychosocial models that explain the relationship dynamics between core constructs (see research scope) in order to inform employment/labour/Industrial relations policy in the country. For example developing a model for trade unions’ survival in the 4IR, and developing stakeholder engagement models for change in the workplace, from employment relations perspective. | |