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| --- | --- | --- | --- | --- |
| **Department** | | | Operations Management | |
| **Discipline** | | | Operations Management, Work study | |
| **Research Focus Area** | | | His research focus areas include Work-study, Operations Management, [Small Businesses](https://scholar.google.com/citations?view_op=search_authors&hl=en&mauthors=label:small_businesses) and [Productivity](https://scholar.google.com/citations?view_op=search_authors&hl=en&mauthors=label:productivity) | |
| **Total Capacity for 2025** | | | Total: 2 Master and 2 PhD | |
|  | | | | |
| **Supervision Team details:** | **Academic Profile** | | | **Capacity** |
| SUPERVISOR INFORMATION  **Mr Boysana Mbonyane**  **[[1]](#footnote-1)(Contact person for this focus area)**  Office: Nkoana Simon Radipere Building, 4-44, Main Campus, Pretoria  Email: mbonybl@unisa.ac.za  Google Scholar link  <https://scholar.google.com/citations?view_op=list_works&hl=en&user=rpICER4AAAAJ> | Dr Boysana Mbonyane is a senior lecturer in the Department of Operations Management at the University of South Africa, Pretoria, South Africa. Currently, he completed his PhD in Engineering Management at the University of Johannesburg in 2023. He completed his Masters in Business Leadership in 2014 and a Master of Technology degree in Business Administration in 2007 at the University of South Africa (UNISA). He also completed his BCom (hons) in Industrial Psychology at the University of Johannesburg in 2006 and a BTech in Business Administration in 1999 at the University of South Africa. His undergraduate qualifications are a national diploma in Organization and Work Study, completed in 1995 at Technikon Witwatersrand. He spent 10 years in the mining industry and 10 years as a lecturer at the University of Johannesburg. Boysana joined UNISA in February 2022. | | | 2 Master’s Student  (1 **Co-supervising)**  2 PhD Student  (1 **Co-supervising)** |
| **CO-SUPERVISOR(S) INFORMATION** |  | | |  |
| **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 academics at colloquia. | | | |
| **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** | Work-study, Operations Management, [Strategic Management](https://scholar.google.com/citations?view_op=search_authors&hl=en&mauthors=label:strategic_management), [Entrepreneurship](https://scholar.google.com/citations?view_op=search_authors&hl=en&mauthors=label:entrepreneurship), [Small Businesses](https://scholar.google.com/citations?view_op=search_authors&hl=en&mauthors=label:small_businesses) and [Productivity](https://scholar.google.com/citations?view_op=search_authors&hl=en&mauthors=label:productivity).  **Method study**  Preliminary surveys, Flow process charts, Flow diagrams, Film technique, Report writing, Ergonomics, Good house-keeping, Quality management and Business process reengineering. Determining improved methods.  **Work Measurement**  Time study, Activity sampling, Synthesis Analytical estimating, Benchmarking, Predetermined motioned time system (PMTS) Incentives, Labour control  Measurement of indirect work, Form design, Restricted and unrestricted work  Division and analysis of work. Compiling standard times. Developing efficiency reporting systems.  **Operations Management**  Operations Management, Quality Management, Project Management, Work study, Productivity, Ergonomics, Efficiency, Lean Manufacturing.  **Productivity**  Productivity measurement. Productivity calculations. Macro productivity (Productivity within a country), Micro productivity (Productivity within an organisation), Specific resource productivity, Total/multifactor productivity. Productivity calculations. | | | |
| **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:**   1. Currie, R.M. 1977. *Work Study*. 4th Edition. Pitman. London. 2. Freivalds, A. & Niebel, B.W. 2014. *Methods, Standards and Work Design*. 13th edition. McGraw-Hill. New York. 3. Kanawaty, G. (ed.). 1992. *Introduction to Work-study*. 4th edition. International Labour Office. Geneva. 4. Stevenson, WJ. 2012. *Operations Management: Theory and Practice*. 11th edition. McGraw Hill Irwin: United Kingdom 5. Van Niekerk, W.P. 1986. *Productivity and Work study*. 2nd Edition. Butterworths Publishers. Durban. 6. Heizer, J. and Render, B. 2016. *Operations Management: Sustainability and Supply Chain Management*. (Eleventh edition). New York: Pearson Publishing. | | | |
| **Reading:**  **Research Methodology** | **This is a selection books on methodology. Further reading over and above these is essential:**   * Cooper, D.R. & Schindler, P.S. 2014. Business research methods. 12th edition. McGraw-Hill: New York. * Creswell, J.W. 2014. Research design: qualitative, quantitative and mixed methods approaches. 4th edition. Sage Publications: Thousand Oaks, California. * Hofstee, H. 2006. Constructing a Good Dissertation. EPE: Johannesburg, South Africa. * Howitt, D. & Cramer, D. 2014. Introduction to Research Methods in Psychology. Pearson Education Limited: Edinburgh Gate. * Leedy, P.D. & Ormrod, J.E. 2015. Practical research. Planning and Design. 11th edition. Pearson Education: Edinburgh Gate, Harlow, UK. * Salkind, N.J. 2012. Exploring research. 8th edition. Pearson Education: Upper Saddle River, NJ * Saunders M., Lewis P. & Thornhill A. 2016. Research methods for business students. 7th edition. Pearson Education: Edinburgh Gate, Harlow, UK. * Denicolo, P. & Becker, L. (2012). *Developing research proposals.* SAGE: London. * Hair, [J. F. Jr.](https://www.amazon.com/s/ref=dp_byline_sr_book_1?ie=UTF8&text=Joe+F.+Hair+Jr.&search-alias=books&field-author=Joe+F.+Hair+Jr.&sort=relevancerank), [Celsi](https://www.amazon.com/s/ref=dp_byline_sr_book_2?ie=UTF8&text=Mary+Celsi&search-alias=books&field-author=Mary+Celsi&sort=relevancerank), M., [Money](https://www.amazon.com/s/ref=dp_byline_sr_book_3?ie=UTF8&text=Arthur+Money&search-alias=books&field-author=Arthur+Money&sort=relevancerank), A.,  [Samouel](https://www.amazon.com/s/ref=dp_byline_sr_book_4?ie=UTF8&text=Phillip+Samouel&search-alias=books&field-author=Phillip+Samouel&sort=relevancerank), P., &   [Page](https://www.amazon.com/s/ref=dp_byline_sr_book_5?ie=UTF8&text=Michael+Page&search-alias=books&field-author=Michael+Page&sort=relevancerank)  M. (2016). *The Essentials of Business Research Methods.* 3rd Edition. Routledge: New York, New York. * Henning, E., Gravett, S., & Van Rensburg, W. (2005). *Finding your way in academic writing*. 2nd ed. Van Schaik: Pretoria. * Mouton, J. (2001). *How to succeed in your master's and doctoral studies: A South African guide and resource book*. Van Schaik: Pretoria. * Layder, D. (2012). *Doing excellent small-scale research*. Sage: Thousand Oaks, Ca. | | | |
| **Resources: Scholar community** | Taylor & Francis  Elsevier  Emerald  Springer  Sustainability (MDPI)  Taylor & Francis  Wileys  ILO (International Labor Organization)  SEDA  Stats SA (Statistics South Africa) | | | |
| **Potential M&D research focus areas or research projects** | | | | |
| **Unit of Analysis** | | **Research Focus** | | |
| **Work study in general,** | | **Work study in general:**  SMEs Growth  Manufacturing SMEs Growth  SMEs Growth in the Services Sector | | |
| **The delineation as a fundamental of Work study to be considered.** | | **Aspects of Work Study:**  Business development  Productivity Improvement  Efficiency  Effectiveness  Method study and Work Measurement Investigations  Organisational Behaviour  Ergonomics  Good Housekeeping  Operations Management  Technology | | |

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)