|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Department** | | | Operations Management | |
| **Discipline** | | | Operations Management and Quality Management | |
| **Research Focus Area** | | | Operations Management, Quality Management, , Sustainable Quality 4.0, Smart Operations Management, 4IR, Operations digitalisation | |
| **Total Capacity for 2025** | | | 2 PhD | |
|  | | | | |
| **Supervision Team details:** | **Academic Profile** | | | **Capacity** |
| SUPERVISOR INFORMATION | **Prof Sugandren Naidoo** is a Senior Lecturer in the Department of Operations Management at UNISA.  His research focus areas include Digitalising Operations and Quality Management and Industry 4.0  I welcome students with innovative ways to improve and sustain organisational performance.    Prior to joining academia, Prof Naidoo spent 15 years in the industry specialising in the field of Operations Management. Prof Naidoo then joined academia after completing his Master’s degree with a focus on Operations Management. Thereafter, obtained his doctorate from UNISA with a focus on Operational research.  Prof Naidoo favours the positivistic paradigm, but also works within the interpretivist paradigms. A variety of research designs and methods are applied, depending on which is the most appropriate for the problem studied.  He has authored many published articles in national and international accredited journals. He has gained exposure to his research areas by attending and presenting papers at various national and international conferences.  He is a fellow of the Southern African Society for Quality (SASQ)  And a member of the South African Institute of Industrial Engineering (SAIIE).  Prof Naidoo is also a peer reviewer for international and local journals and examiner of PhD thesis and Masters dissertations. | | | 2 Doctoral students |
| **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** | Operations Management, Quality Management, Project Management, Supply Chain Management, Work study, Productivity, Method study, Work Measurement, Ergonomics, Efficiency, Lean Manufacturing. | | | |
| **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. Naidoo, S and Rajcoomar A, (2020) Moving towards Management excellence in professional bodies, *South African Journal of Industrial Engineering, Vol. 31 No.2, pp 62-75.* 2. Naidoo, S. and Ramphal, R. (2020) ‘Different management systems: integration or combination?’ *International Journal of Productivity and Quality Management*, Vol. 30, No. 1, pp.92–106. 3. Govender, V and Naidoo, S. (2020) ‘Quality management practices and innovation performance: a thematic analysis of a mining research organisation’ Hattingh, T. *SAIIE 31: Being the change*. Virtual Conference, Online Proceedings SAIIE conference, 5-7 October. 4. Naidoo, S, (2020) ‘Can the integration of management systems improve Organisational efficiency?’ Hattingh, T. *SAIIE 31: Being the change*. Virtual Conference, Online Proceedings SAIIE conference, 5-7 October. 5. Travern, S.J; Naidoo, S and Rajcoomar (2021), A structural equation model linking innovation and knowledge management capability to improve organisational capability efficiency’. *South African Journal of industrial Engineering*, Vol 32, No.2, pp 65-81. 6. Mosholi, T and Naidoo, S (2021). A meta-analysis of the implementation of operational broad-based black economic empowerment practices: the case of a South African mining organisation. Bisschoff, C. *International Business Conference*, Virtual Conference, Online proceedings International Business Conference, 20-21 September. 7. Naidoo, S and Crozier, N. Adopting green supply chain management using integrated quality systems.2021 Bisschoff, C. *International Business Conference*, Virtual Conference, Online proceedings International Business Conference, 20-21 September. 8. Naicker, A; Naidoo, S and Rajcoomar, A (2021*)* Product development in the ICT industry: Critical enablers for customer satisfaction. *South African Journal of Industrial engineering,* Vol 32 No. 3 Special Edition, pp 86-96. 9. Naidoo, S, Demystifying the factors that impact integration of management systems: A top management South African perspective. Hattingh, T. *SAIIE 32 Steps*, Glenburn Lodge, Muldersdrift, 4-6 October. 10. Naidoo, S and Pilusa, T.M. Factors impacting supply chain management performance: a meta-analysis of selected South African municipalities, Proceedings, Hattingh, T. *SAIIE 32 Steps*, Glenburn Lodge, Muldersdrift, South Africa , 4-6 October. 11. Naidoo, S, (2022) The mediating effect of standardisation effort on standardisation and innovation to improve organisational performance post COVID-19, *International Journal of Business Innovation and Research* 12. Jones G.S and Naidoo S., Using action research to determine the systematic application of international best practise methods and standards in managing risk in event management, South African Journal of Industrial Engineering, accepted for *Special Edition.* 13. Manthata, H.M and Naidoo, Using a regression model to assess the leadership style on the level of employee engagement and job satisfaction. Proceedings, Hattingh, T. *SAIIE 33 The industrialists: Marvellous world of IE*, The Capital, Zimbali, Kwa Zulu Natal, South Africa, 3-5 October. 14. Kongo, K and Naidoo, S., Assessing organisational support strategies to reduce turnover intentions among healthcare workers. Proceedings, Hattingh, T. SAIIE 33 The industrialists: Marvellous world of IE, The Capital, Zimbali, Kwa Zulu Natal, South Africa, 3-5 October 2022. 15. Naidoo, C and Naidoo, S., Using regression analysis to evaluate the impact of training and development on organisational performance: A study of selected automotive industries, Bisschoff, C. 15th International Business Conference, Proceedings International Business Conference, 25-29 September. Lord Charles Hotel, Cape Town, South Africa 16. Camagu, S, D and Naidoo, S., Using regression analysis to evaluate the impact of training and development on organisational performance: A study of selected automotive industries, Bisschoff, C. 15th International Business Conference, Proceedings International Business Conference, 25-29 September. Lord Charles Hotel, Cape Town, South Africa 17. Motsepe, K and Naidoo, S., A conceptual framework for evaluating the impact of transformational leadership on job satisfaction using employee empowerment and intrinsic motivation as modifying factors, Bisschoff, C. 15th International Business Conference, Proceedings International Business Conference, 25-29 September. Lord Charles Hotel, Cape Town, South Africa 18. Boshomane, L, J and Naidoo, S., Leadership factors influencing successful project delivery: The case of a South African civil engineering company. I Proceedings of the 4th African International Conference on Industrial Engineering and Operations Management, Nsukka, Nigeria, April 5-7, 2022 19. Kokong, L.N. & Naidoo, S., 2022, ‘Digitalisation of the professional hairdressing industry and the impact on value chain stakeholders’, *South African Journal of Information Management* 24(1), a1554. https://doi.org/ 10.4102/sajim.v24i1.1554 20. Govender, V and Naidoo, S (2023) A fourth industrial revolution approach to total quality management on innovation performance: evidence from South Africa, *International Journal of Business Excellence*. Vol. 29, No. 1 21. Chetty, C and Naidoo, S., Integrating the constructs of the technology acceptance model and total quality management to improve document management performance, Stefanovic, M. Quality festival conference, Proceedings, 24-27 May 2023. Kragujevac, Serbia (online) 22. Gota, P and Naidoo, S., Factors affecting the implementation of lean manufacturing: A case of an international food flavours manufacturing company in South Africa, Hattingh, T. International Conference on Industrial Engineering, Systems Engineering and Engineering Management, Proceedings, 2-4 October 2023. Lord Charles Hotel, Cape Town, South Africa 23. Mdoda, A. N and Naidoo, S., A conceptual framework for the implementation of quality management practices for sustainable wheat flour farming, Hattingh, T. International Conference on Industrial Engineering, Systems Engineering and Engineering Management, Proceedings, 2-4 October 2023. Lord Charles Hotel, Cape Town, South Africa 24. Matsheka, D and Naidoo, S., The impact of total quality management on organisational performance in a financial service organisation, Hattingh, T. International Conference on Industrial Engineering, Systems Engineering and Engineering Management, Proceedings, 2-4 October 2023. Lord Charles Hotel, Cape Town, South Africa. | | | |
| **Reading:**  **Research Methodology** | **This is a selection books on methodology. Further reading over and above these is essential:**   1. Denicolo, P. & Becker, L. (2012). Developing research proposals. SAGE: London. 2. Hair, J. F. Jr., Celsi, M., Money, A., Samouel, P., & Page M. (2016). The Essentials of Business Research Methods. 3rd Edition. Routhledge: New York, New York. 3. Henning, E., Gravett, S., & Van Rensburg, W. (2005). Finding your way in academic writing. 2nd ed. Van Schaik: Pretoria. 4. Mouton, J. (2001). How to succeed in your master's and doctoral studies: A South African guide and resource book. Van Schaik: Pretoria. 5. Layder, D. (2012). Doing excellent small-scale research. Sage: Thousand Oaks, Ca. | | | |
| **Resources: Scholar community** | BMI (Business Monitor International)  CIPD (Chartered Institute of Personnel and Development)  EbscoHost  Emerald  ILO (International Labor Organization)  UN (United Nations)  Resbank (South African Reserve Bank)  Stassa (Statistics South Africa)  WEF (World Economic Forum)  WHO (World Health Organization)  Wiley  WTO (World Trade Organization) | | | |
| **Potential M&D research focus areas or research projects** | | | | |
| **Unit of Analysis** | | **Research Focus** | | |
|  | | Individuals, teams, social organisations and institutions, collectives e.g. industries and countries; processes; human actions; social interventions; concepts and or notions; scientific theories and models; scientific methods and techniques; body of scientific knowledge/literature; scientific data or statistics; schools of thought, philosophies of worldviews. | | |
| **The delineation as a fundamental of intellectual capital to be considered.** | | Organisational improvement  Industry 4.0  Smart industries within 4IR quality  Digitalisation of Operations Management  Operations Management | | |