**GRADUATE SCHOOL OF BUSINESS LEADERSHIP**

**Area: Responsible Leadership**

| **Research Focus Area** | **Leadership in Africa** | | |
| --- | --- | --- | --- |
| **Short description** | Organisational leadership in the African context, specifically its role and contribution to organisational climate/culture, and the impact it has on organisational and employee behaviour, through the utilisation of the meso-framework. Instrument design and validation form the technical basis for many of the studies to ensure that the contextual realities are acknowledged and accounted for. This entails a mixed-method approach, usually from an emic perspective. | | |
| **Supervision Team** | | | |
| **Name** | **Email** | **Academic Profile** | **Capacity** |
| Prof Anton Grobler | [grobla@unisa.ac.za](mailto:grobla@unisa.ac.za) | Professor Anton Grobler holds a Ph.D in Industrial Psychology from the North West University (previously - PU for CHE). He is a qualified Industrial Psychologist, Master People Practitioner and an International Affiliate to the Society of Industrial and Organisational Psychology. He is further an NRF rated researcher and serves as the Chief Editor for the African Journal of Employee Relations, previously known as the South African Journal of Labour Relations. His main research focus area is organisational leadership in the African context, specifically its role and contribution to organisational climate, and the impact it has on organisational and employee behaviour.  His research and teaching motto is to respect uniqueness and to participate and encourage any investigation into the nature of the uniqueness, as it gives much satisfaction for a researcher and makes you a more informed, responsive, and balanced scholar. It provides you with purpose and pride to be part of such a diverse country and continent. | 2 DBL |
| **Reading: Subject Field** | | | |
| Contemporary leadership research, including African leadership, leadership assessment, individual traits and cross-cultural leadership   * Grobler A. & Singh, V. (2018). Leadership in Africa – an Afrocentric hierarchical taxonomy. *Insight on Africa*, 10 (2), 1 – 25. * Yukl, G. (2012). Effective leadership behaviour: What we know and what questions need more attention. *Academy of Management Perspectives* 26 (4), 66-85. * Grobler, A. 2022. Perceptions of leadership and culture in private and public organisations: a sectoral comparison over a 5 year period and 12 independent studies. *African Journal of Employee Relations*, 46 (10741), 1-28. DOI: 10.25159/2664-3731/10741   The following reading will help you understand the research process and what will be required from you.   * House, R., Rousseau, D. M., & Thomas-Hunt, M. (1995). The meso paradigm: A framework for the integration of micro and macro organizational behaviour. *Research in Organizational Behaviour*, 17, 71–114. * Jeurissen, R. (1997). Integrating micro, meso and macro levels in business ethics. *Ethical Perspectives*, 4(2), 246–254.   Kyriakidou, O., & Özbilgin, M. F. (2006). Introduction. In O. Kyriakidou & M. F. Özbilgin (Eds), *Relational perspectives in organizational studies: A research companion* (pp. 1–7). Northampton, MA: Edward Elgar. | | | |
| **Reading: Research Methodology** | | | |
| Trafford, V. & Lesham, S. 2012 *Stepping Stones to Achieving your Doctorate: Focusing on Your Viva from the Start,* Berkshire: Open University Press | | | |