Current 2022 MCom proposal titles (Working titles)	
1	Understanding the impact of remote work on perceived work identities of employees in an ICT company in South Africa
2	How do employers deal with staff wellbeing during a pandemic
3	Management of remuneration in higher institutions during Covid-19.
4	The impact of employee wellness programs on employee satisfaction and retention in South Africa during the COVID-19 pandemic.
5	Women with Disabilities in leadership roles in the workplace: A journey to success- A Qualitative study
6	Analysis of employee retention expectations of Police Officers in South African Police Service at Tygerberg Cluster in Western Cape Province; and delivery by the Organisation.
7	Talent management strategies for Employees Job performance in the Health Sector, Gauteng province, South Africa.
8	Conflict Management as a fundamental function of management and ER, HR, LR specialists; Discretionary employee behaviour; Employment/labour/industrial relations in general; High quality employment relations; Organisational cynicism and trust; Workplace commitment
9	The impact of training on employee's retention
10	Workplace Stress and Coping Mechanisms
11	Mental health of academics in private higher education institutions due to the changing world and the impact on student experience
12	Assessing the effectiveness of employees working remotely during covid-19 pandemic: a case study of the department of public service and administration (DPSA)
13	The effects of technological 4IR platforms on employees and employers' well-being in the post- and pre-Covid 19 era
14	An investigation into employee retention strategies and their impact on employee retention in higher education institutions in South Africa
15	Investigating the causes of job satisfaction within the organization.

	Current MCom student title/topic list (registered for the dissertation)
1	The relationship between occupational stress, job satisfaction, organisational commitment, and job performance within three technical universities in Ghana
2	Exploring coaching as a leadership development intervention at an oil and gas company in Namibia
3	The effects of pay secrecy and pay transparency on employee morale: A systematic Literature review
4	An investigation into Academic employees' perception of the onboarding programme at an Open Distance University in South Africa
5	Leadership styles, work engagement and turnover intention of academic staff at an open distance learning institution
6	Exploring the progression of women in senior management positions at an open distance e-learning in Gauteng Province
7	The transition from traditional to virtual office: A case of the South African civil aviation authority
8	A critical analysis of the feasibility of performance related remuneration for elected public office-bearers of Provincial Legislature in South Africa
9	The relationship between perceived organisational support and job satisfaction in the aviation industry of South Africa
10	Employee's experience of student protests in a higher education institution in Gauteng
11	Analysing the barriers to adult learning specifically for Education Training and Development Practitioners (ETDP) in a South African setting using Knowle's principles of adult learning
12	The effect of remuneration on employee motivation and employee performance: Exploring perceptions in an agricultural service company in South Africa
13	The perceived influence of leadership styles on the employee engagement of South African military practitioners
14	The relationship between employee perceptions of the effectiveness of the performance management practices, job satisfaction and organisational commitment in a public service organisation
15	Towards a skills development model for a South African Mining organisation
16	Retention strategy for a changing workforce at Department of Correctional Service
17	The mediating effect of job satisfaction on the relationship between human recourse management practices and employee retention in South African Ports of Entry
18	Measuring the impact of withdrawal leakage on retirement fund saving and the financial well-being of employees: An empirical study
19	Positive coping, organizational trust and job satisfaction among employees in HEIs
20	Development and retaining women in senior management positions: Johannesburg Road Agency (JRA) in the city of Johannesburg
21	The relationship between employee engagement and organisational commitment in the Free state provincial treasury
22	Ethical leadership and teachers' organisational commitment: The mediating effect of conflict management styles
23	Utilising adult learning principles for design and facilitation strategies: Workplace-based learning programme in the South African Police Service (SAPS)
24	Emotional intelligence and job satisfaction of frontline employees in the healthcare service industry
25	The effect of employment equity on individual and organisational performance in the Head Quarters of Auditor General of South Africa
26	Exploring training and development challenges within the municipal infrastructure support agent
27	The effect of employment equity on individual and organisational performance in the Head Quarters of Auditor General of South Africa
28	The relationship between psychological contract violation, organisational cynicism and perceived employment relationship quality in a municipality in South Africa

29	Labour brokering at public universities in South Africa: A case of the University of South Africa
30	Investigating career adaptability and employability attributes in relation to Organisational commitment and positive coping in SAAF employees
31	Exploring the relationship between work engagement, authentic leadership and employee retention in manufacturing industry
32	Exploring South African Police Service (SAPS) employees perceptions about succession planning and employee performance to develop a measuring scale
33	Exploring psychological contract, employee motivation and retention perceptions of employees in the South African motor industry
34	Investigating the impact of psychological contract on employee retention, and work engagement within public organisations in South Africa
35	Retention of African black female senior managers in South Africa
36	The relationship between readiness to change, work engagement and organisational commitment within an information technology organisation in South Africa
37	The perspective of Employment Equity practitioners on the implementation of Employment Equity in South African public universities.
38	The influence of justice perceptions on organisational citizenship behaviour and job satisfaction
39	Exploring HRM wellbeing practices within EDCON
40	The impact of work-family conflict on employee engagement and organisational commitment, as moderated by organisational support: Evidence from a University of Technology in South Africa
41	Employees¿ perceptions of performance appraisal system in the TVET colleges: A case study of Nkangala TVET College
42	Examining the content and breach of the psychological contract from the employer's perspective during the COVID-19 pandemic
43	The relationship dynamics between authentic leadership and supervisory trust on the work engagement of employees in a South African public sector organisation
44	Job crafting and job satisfaction within the Energy Sector in Eswatini: Does work engagement or organisational commitment matter?

Current 2022 PhD proposal titles (Working titles)	
1	HRM practises and employee commitment link: Mediating role of well-being at work
2	Staff satisfaction regarding outpatients' services at Ghanaian university hospitals
3	Evaluating the effects of training and development on staff of technical universities in Ghana: a comparative study of Takoradi Technical university and cape coast technical university
4	An exploration on factors that affect employee retention, South Africa
5	The role of the 4th Industrial Revolution in Enhancing Innovative Talent Management in the Higher Education Sector
6	Does workplace-commuting-stress have an impact on behaviours, negatively affecting the organisational culture in the workplace?
7	The efficiency of rehabilitation programmes at the Johannesburg Female Correctional Centre: A review of programme managers competency and skills
8	The moderating effect of social exchange in the relationship between human resource management practices, electronic human resource management (e-HRM) and work engagement
11	Factors influencing the working relationship between lecturer and campus management: An overview of leadership and human resource management practices in a Western Cape higher education institution
12	Trade Unionism in an everchanging socio-economic and socio-politico environment. Strategies and Responses during the Reconstruction and Recovery of the South African Economy in the COVID and Post-COVID Environment.
13	Structuring industry-relevant tertiary-education- curricula models for Southern African developing economies

	Current PhD student title/topic list (registered for the dissertation)
1	An organisational justice-sensible framework of leadership styles to enhance academic employees' commitment to public universities in Ethiopia
2	Developing a Comprehensive Framework for Succession Planning and Academic Leadership Continuity in the Ghanaian Higher Education Sector
3	A leadership competency framework for the empowerment of employees and enhancement of organisational citizenship behaviour in public universities in Ghana
4	Knowledge Management framework for performance in a public sector organisation in Ghana
5	Constructing a profile for proactive career self-management in public Universities in Ghana
6	Influence of labour relations on organisational performance of selected public sector institutions in Ghana
7	Workplace health and well-being initiatives and training transfer in seventh-day Adventist institutions in Cameroon.
8	The role of career-related dispositions in the construction of a career wellbeing framework in the Namibian context
9	Constructing a model for collective bargaining with a South African university
10	A teacher-centric and holistic framework for improved workplace wellbeing of public-school teachers in the Eastern Cape Province
11	A talent development Framework for Middle Managers in the banking industry in South Africa
12	Exploring human capital well-being experiences within public secondary schools to design onboarding strategies for novice principals
13	Personal attributes in relation to career wellbeing: Constructing a career wellbeing framework for the post covid-19 career space
14	Developing an integrated framework for effective management of a multigenerational workforce in the South African higher education sector
15	A career agency intervention model for enhancing employability in industry 4.0
16	A risk-based approach to HR audits: Identifying and mitigating Human Resources risk
17	Developing a framework which investigates the extent of emotional intelligence levels of managers and how it contributes to organisational success in a mining organisation in Gauteng
18	Exploring female managers' retention and well-being to conceptualise a talent management model within the retail sector
19	An integrated return on investment framework for human resource development in the South African Higher education sector
20	Digital disruption in higher education: An exploration of technostress experiences of lectures in distance education institutions in South Africa
21	Task identity effects on the psychological contract and organisational commitment: A mixed-method study of e-tutors¿ virtual workplace
22	Towards constructing a wellbeing framework for employees in the 21st century world of work.
23	Developing an integrative diversity management model for South African organisations
24	Complacent workplace culture: a phenomenological exploration of leaders¿ lived experiences and perceptions at selected South African municipalities
25	The role of organisational support in creating work life balance and employee wellbeing
26	The influence of leadership and employee empowerment on organisational citizenship behaviour in an open distance higher education institution