

## Department of Human Resource Management M&D selection criteria

The following criteria will be applied to assess the 3-page (MCom) or 5-page (PhD) research outline:

- **Academic merit of the research topic: Quality in terms of originality, significance and rigour and impact in terms of the topic's reach** and significance toward adults in the African/South African-located context. Significance of the research must contribute toward building indigenous, Afrocentric knowledge and theory relating to the research focus area themes on a theoretical, empirical, and practical level. Applicants must justify the research problem (in practice and in terms of existing research gaps) and the new contribution by the research toward solving the research problem and advancing knowledge in the field.
- Candidates should demonstrate **clarity regarding the core research constructs (problem statement, research objectives/questions/hypotheses), measuring instruments**, and a sound knowledge base of the most recent research on the constructs, including current research gaps
- **Evidence of higher order thinking:** The candidate's skills and abilities in analysing, synthesizing, applying, and evaluating information.
- **Academic writing skills:** The extent to which the research outline convey coherent and well-developed arguments that are supported with relevant, detailed, and convincing evidence; the logical sequence of paragraphs with content-based transitions; the use of appropriate diction and tone and constructively vary sentence structures, and the use of correct grammar, punctuation, spelling and syntax.
- **Academic and professional experience:** Strengths and relevance relative to the candidate's proposed study.