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| **Department** | Industrial & Organisational Psychology | |
| **Discipline** | Industrial Psychology | |
| **Research Focus Area** | Integrity, ethics and risk | |
| **Supervision Team** | Dr A van Niekerk, Department of Industrial & Organisational Psychology  Prof S Grobler, Department of Industrial & Organisational Psychology  Ms J Baloyi, Department of Industrial & Organisational Psychology | |
| Industrial and Organisational Psychology Department link: [IOP Research Focus Areas](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/IOP-Research-Focus-Areas)  Institutional repository link: <http://uir.unisa.ac.za/handle/10500/25> | | |
| **Supervision Team details:** | **Academic Profile** | **Capacity** |
| **Dr A van Niekerk**  Office: NSR3-105  Phone: +27124298231  [vnieka2@unisa.ac.za](mailto:vnieka2@unisa.ac.za)  ORCID: 0000-0002-6821-5708 | Annelize van Niekerk (DAdmin) is a senior lecturer in the Department of Industrial and Organisational Psychology at the University of South Africa (UNISA). She is registered as Industrial Psychologist with the HPCSA, PS 0118966. Dr van Niekerk lectures on postgraduate level and supervises masters and doctoral qualitative postgraduate research projects. She has experience in integrity and organisational risk management, leadership, organisational psychology, employee wellness and personnel psychology and favours qualitative research. | 2 Master’s  1 PhD |
| **Prof S Grobler**  Office: AJH3-76  Phone: +27124298272  E-mail: [grobls@unisa.ac.za](mailto:grobls@unisa.ac.za)  ORCID: <http://orcid.org/0000-0002-7640-9326> | Sonja Grobleris an associate professor in the Department of Industrial and Organisational Psychology at the University of South Africa (UNISA).  She has a Doctoral Degree in Industrial and Organisational Psychology from Unisa. She is a registered Industrial Psychologist with the HPCSA, PS **0071684.** She is lecturing in postgraduate modules. She is acting as supervisor for Master and Doctorate students’ research projects. In addition, she has worked in a government organisation as an Industrial psychologist for 20 years. She has consulting experience for various organisations (public and private sectors), focussing on the fields of organisational development, psychological assessment and assessment centres. | Up to 2 Master’s  Up to 1 Doctorate |
| **Ms J Baloyi**  Office: NSR3-112  Phone: +27124298561  [baloyj@unisa.ac.za](mailto:baloyj@unisa.ac.za)  ORCID: <http://orcid.org/0000-0002-4033-1977> | Joyce Baloyi (M. Admin) is a lecturer at the University of South Africa in the Department of Industrial and Organisational Psychology. She is an HPCSA Registered Psychometrist. She has experience supervising a Masters Student. Joyce has lecturing experience both at undergraduate and postgraduate levels. She has assessment experience in integrity. She has experience in positive psychology, organisational psychology and prefers using quantitative research method. | 1Masters |
| **Dr Cebile Tebele**  Office: NS Radipere 3-75  Email: Tebelc@unisa.ac.za  ORCID : <http://orcid.org/0000-0002-6067-7254>  Institutional repository link: <http://uir.unisa.ac.za/handle/10500/25> | Cebile Tebele (PhD Psychology) is a senior lecturer in the Department of Industrial and Organisational Psychology at the University of South Africa. Dr Tebele’s interest areas include generational research, employee turnover and retention, psychological and learning capabilities, graduateness and employability. Cebile has supervised a number of Masters students (both co-supervision and sole supervision) to completion and favours quantitative studies. Qualitative studies are also welcomed. | 1 Master’s  1 PhD (Co-superv.) |
| **Model of supervision** | Students will be allocated to a supervisor but will be required to work independently within the requirements of higher degree studies. Additionally students will be guided through online tutoring regarding:   1. Quantitative, qualitative and/or mixed method research methodology 2. Doing a literature review 3. How to write a research proposal 4. Ethics in research 5. APA 7th edition Referencing   As part of the qualification, students will be expected to write and present a full research proposal to a panel of academics for approval, and obtain ethics clearance from the institutional ethics committee, before continuing with the actual research project. | |
| **Application procedure** | Apply for a space in this focus area using the **formal UNISA online application procedure** outlined on <https://www.unisa.ac.za/sites/corporate/default>.  Remember you must first apply for a **student number**. | |
| **Selection criteria: Master’s/Doctorate** | Refer to the UNISA application website for general M&D qualification admission criteria. In addition to the admission criteria contained in the *my*Choice brochure, applicants are required to prepare:  **Masters students:** a research outline (max 5 pages) describing the following:   1. A proposed topic and motivation for the study 2. Research problem and objectives 3. A brief review of relevant literature 4. Research design: Motivation for a quantitative or qualitative study 5. Ethics considerations and access to the research context 6. List of references (use APA 7 edition referencing guidelines)   **Doctorate students:**a research outline (max 20 pages) describing the following:   1. A proposed topic and motivation for the study 2. Problem statement and research aims 3. A brief review of relevant literature 4. Research design: Motivation for:    1. a qualitative/ mixed-method choice of study    2. Research participants: Population and sampling strategy    3. Measuring instruments    4. Research procedure    5. Qualitative data analysis 5. Ethics and access to research context 6. Envisaged contribution of the study 7. List of references (use APA 7 edition referencing guidelines)   🖝 To prepare your research outline as required above, **GO TO** the IO Psychology departmental website to **download a research outline guide**:     * **Masters students**: [Apply: Department of IO Psychology/Masters-degrees](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/Masters-degrees) * **Doctorate students:** [Apply: Department of IO Psychology/Doctoral-degrees](https://www.unisa.ac.za/sites/corporate/default/Colleges/Economic-and-Management-Sciences/Schools,-departments,-bureau,-centres-&-institutes/School-of-Management-Sciences/Department-of-Industrial-and-Organisational-Psychology/Doctoral-degrees)   🖝 On the front page indicate the relevant Research Focus Area (RFA) that you are applying for. It must be clear **HOW** your proposed study aligns with the topic and methodological focus of this RFA. | |
| **Selection procedure** | In addition minimum academic requirements, the following criteria will be applied to assess your research outline:   1. **Relevance to the Research focus area** 2. **Academic merit of the research topic**: Quality in terms of originality and impact of the topic’s reach and significance toward adults in the African/South African-located work context. Applicants must justify the research problem (in practice and in terms of existing research gaps) and the contribution of the study to advance knowledge in the field. 3. Demonstrate clarity about the **core constructs** and a fair knowledge base of the most recent research. 4. Evidence of **critical thinking**: The candidate’s skills and abilities in analysing, applying, and evaluating information. 5. **Academic writing skills:** The extent to which the research outline convey coherent and well-developed arguments that are supported with relevant evidence; the logically sequence of paragraphs; the use of appropriate diction and sentence structures, and the use of correct grammar, punctuation, spelling and syntax. 6. **Access** to the research context and research participants | |
| **Documents to support application** | * **Academic Record** * **Proposed research outline** (max 5 pages [masters] or max 20 pages [PhD]) * **One-page** abbreviated **CV** including: * Academic qualification * Work experience * Contact details * Personal motivation for the study * Previous research, if any | |
| **Research scope** | The Integrity and Ethics research agenda focuses on addressing methodological, practice/policy and theoretical gaps regarding integrity and ethics and their related constructs in business. This research focus area aims to produce new knowledge that extends current perspectives on the universal and indigenous psychology of integrity, ethics and risk. The context of the research is global, Afrocentric and evolving Industry 4.0 (digital era) workplace settings. Exploring the dynamics and risk associated on individual, group, organisational and societal level when conducting business with integrity and ethically. Further exploring risks associated with integrity and ethics through the psychosocial behaviour as experienced and lived by employees on an operational, strategic and tactical management level within organisations locally, in Africa and globally. As such the development of related theoretical frameworks, models and constructs, as well as best practice guidelines for policy formulation or intervention development in the field of integrity, ethics and its related constructs should be key to the research objectives in this research focus area. The research should aim to describe and explore the lived experiences of phenomenon which relates to integrity, ethics and the psychosocial risks associated to them towards gaining a deeper understanding of human behaviour in the place of work. The research should further inform theory development, policy design and the development of interventions aimed at promoting integrous and ethical behaviour on individual, group and organisational level. Organisational context conditions that impede integrous, ethical behaviour and encourages counterproductive risky behaviour are also constructs of interest. Qualitative and quantitative methodologies are to be applied. Data is available on integrity. | |
| **Reading:**  **Subject Field** | **This is a selection of open access articles in this research focus area that you can access online on Google Scholar. ‎Further reading over and above these are essential and will be to your advantage:**  Hechanova, M. R. M., & Manaois, J. O. (2020). Blowing the whistle on workplace corruption: the role of ethical leadership. *International Journal of Law and Management*.  Geldenhuys, D. J., Levin, M. M., & Van Niekerk, A. (2012). Risk management as a social defence against anxiety. *South African Journal of Industrial Psychology, 38*(2), 1–9. doi:10.4102/sajip.v38i2.982  Hoekstra, A., & Kaptein, M. (2020): The Integrity of Integrity Programs: Toward a Normative Framework, Public Integrity, 0. https://doi.org/10.1080/10999922.2020.1776077  Latta, G.F., Clottey, E., Dugan, M., & Chikeleze, M. (2020). Developing ethical leaders: Innovations in promoting ethical decision-making, using discretionary power, and overcoming immunity to moral integrity. Journal of Leadership, Accountability and Ethics, 17(2).  Marquardt, D. J., Casper, W. J., & Kuenzi, M. (2020). Leader Goal Orientation and Ethical Leadership: A Socio-Cognitive Approach of the Impact of Leader Goal-Oriented Behavior on Employee Unethical Behavior. *Journal of Business Ethics*, 1-17.  Renn, O. (2008).*Risk governance: Coping with uncertainty in a complex world*. London: Earthscan.  Rossouw, D., & Van Vuuren, L. (2017). *Business Ethics* (6th Edition). Oxford University Press  Van Niekerk, A., Geldenhuys, D. J., Levin, M. M., May, M., & Moalusi, K. P. (2012). Implementing an operational risk management model: Psycho-social factors in Tanzania. *Journal of Psychology in Africa, 22*(1), 77–86. doi:10.1080/14330237.2012.10874524  Van Niekerk, A., & May, M. (2012). Exploring how middle managers experience the impact of senior management on their integrity. Journal of Labour Relations 36(2)  Van Niekerk, A., & May, M.S. (2019). Co-constructing integrity: A conceptual framework. SA Journal of Industrial Psychology, 45(0), a1498. | |
| **Reading:**  **Research Methodology** | **This is a selection of articles on relevant methodology in this research focus area that you can access online on Google Scholar. ‎Further reading over and above these is essential:**  Babbie, E., & Mouton, J. (2009). *The practice of social research*. Cape Town: Oxford University.  Creswell, J.W., & Creswell, J.D. (2017). *Research design: Qualitative, quantitative and mixed methods approaches* (5th Edition). Sage Publishing.  Laverty, S. M. (2003). Hermeneutic phenomenology and phenomenology: A comparison of historical and methodological considerations. *International journal of qualitative methods*, *2*(3), 21-35.  Petty, N. J., Thomson, O. P., & Stew, G. (2012). Ready for a paradigm shift? Part 2: Introducing qualitative research methodologies and methods. *Manual therapy*, *17*(5), 378-384.  Probert, A. (2006). Searching for an Appropriate Research Design: A Personal Journey. *Journal of Research Practice*, *2*(1).  Salkind, N.J, (2018). *Exploring research* (9th Edition). Pearson Education Limited.  Schurink, W. J. (2003). Qualitative research in management and organisational studies with reference to recent South African research. *SA Journal of Human Resource Management*, *1*(3), 2-14.  Terre Blanche, M., Durrheim, K., & Painter, D. (2006). *Research in practice: Applied methods for the social sciences* (2nd Edition). University of Cape Town Press.  Zikmund, W.G., Babin, B.J., Carr, J.C., & Griffin, M. (2013). *Business research methods* (9th Edition). Cengage Learning  Web Center for Social Research Methods visit the World Wide Web at: https://socialresearchmethods.net/ | |
| **Other Open Access Resources:** | Journal of Business Ethics: <https://www.springer.com/journal/10551>  Journal of Leadership, Accountability and Ethics: <http://www.na-businesspress.com/jlaeopen.html>  South African Journal of Industrial Psychology: [www.sajip.co.za](http://www.sajip.co.za)  South African Journal of Human Resources Management: [www.sajhrm.co.za](http://www.sajhrm.co.za)  International Journal of Human Resource Management: <http://www.informaworld.com/openurl?genre=journal&issn=09585192> | |
| **Potential M&D research focus areas or research projects**  To be directed by sound literature review, a basic methodological understanding of research as well as availability of research context and participants. | | |
| **Unit of Analysis** | **Research Focus** |
| **Individual, Group & Organisation Phenomena** | Enhancing ethical responsibility in South African and African organisations. | |
| Developing ethical leadership | |
| Integrity programs, policies and frameworks in the context of business | |
| Transformative research on integrity, ethics, risky psychosocial behaviour experiences and constructs in the workplace | |
| Integrity, ethics and risky psychosocial behaviour in the South African and African business context | |