

RESEARCH FOCUS AREAS IN: LEADERSHIP, ORGANISATIONAL BEHAVIOUR (INCLUDING ETHICS IN THE WORKPLACE) AND HUMAN RESOURCE MANAGEMENT

<p>Research Focus Area</p>	<ul style="list-style-type: none"> i. Leadership ii. Organisational behaviour (including ethics in the workplace) iii. Human resource management 	
<p>Supervisor</p>	<p>Prof Anton Grobler</p>	
<p>Details: Prof A Grobler Email: grobbla@unisa.ac.za</p>	<p>Academic Profile</p> <p>Prof Anton Grobler holds a PhD in Industrial Psychology and is employed as a full professor at the University of South Africa's Graduate School of Business leadership, specialising in leadership and organisational behaviour. He has contributed to various academic books as subject matter expert, and he is the author of over 35 articles published in accredited academic journals. He is also the editor of the South African Journal of Labour Relations.</p>	<p>Capacity</p> <p>4 DBL students</p>
<p>Research Agenda for Focus Area</p>	<p><i>All three research focus areas are approached from a multi-level perspective, with the possible application of the meso-framework and existing theories such as the attribution theory, social learning theory, social exchange theory and behavioural isomorphism.</i></p> <ul style="list-style-type: none"> i. Leadership - Contemporary leadership research, including African leadership, leadership assessment, individual traits and cross-cultural leadership. ii. Organisational behaviour (including ethics in the workplace) – the study of the formal and informal ethics mechanisms which are required to build a strong ethical culture and climate, and the impact it has on positive organisational behaviour. iii. Human resource management - to identify the HRM strategies and practises best suited to facilitate positive organisational behaviour. 	
<p>Recommended reading in the subject field for the development of the proposal</p>	<p>The following reading will help you understand the research process and what will be required from you.</p> <ul style="list-style-type: none"> • House, R., Rousseau, D. M., & Thomas-Hunt, M. (1995). The meso paradigm: A framework for the integration of micro and macro organizational behaviour. <i>Research in Organizational Behaviour</i>, 17, 71–114. • Jeurissen, R. (1997). Integrating micro, meso and macro levels in business ethics. <i>Ethical Perspectives</i>, 4(2), 246–254. • Kyriakidou, O., & Özbilgin, M. F. (2006). Introduction. In O. Kyriakidou & M. F. Özbilgin (Eds), <i>Relational perspectives in organizational studies: A research companion</i> (pp. 1–7). Northampton, MA: Edward Elgar. <p>Subject specific reading:</p> <ul style="list-style-type: none"> i. Leadership: <ul style="list-style-type: none"> • Fourie, W., Van der Merwe, S.C. & Van der Merwe, B. (2017). Sixty years of research on leadership in Africa: A review of the literature. <i>Leadership</i>, 13 (2), 222–251. 	

	<ul style="list-style-type: none"> • Grobler A. & Singh, V. (2018). Leadership in Africa – an Afrocentric hierarchical taxonomy. <i>Insight on Africa</i>, 10 (2), 1 – 25. • Yukl, G. (2012). Effective leadership behaviour: What we know and what questions need more attention. <i>Academy of Management Perspectives</i> 26 (4), 66-85. <p>ii. Organisational behaviour (including ethics in the workplace):</p> <ul style="list-style-type: none"> • Ambrose, M. L., Arnaud, A. & Schminke, M. (2008). Individual moral development and ethical climate: The influence of person–organization fit on job attitudes. <i>Journal of Business Ethics</i>, 77(3), 323–333. • Brown, M. E., Treviño, L. K. & Harrison, D. A. (2005). Ethical leadership: A social learning perspective for construct development and testing. <i>Organizational Behavior and Human Decision Processes</i>, 97(2), 117–134. • Grobler, A. & Grobler, S. (2018). Conceptualisation of organisational ethics through the validation of a measurement model, adopting a multilevel meso approach. Manuscript accepted for publication in <i>Ethical Perspectives</i> (December volume). • Mayer, D.M., Kuenzi, M. & Greenbaum, R.L. (2010). Examining the link between ethical leadership and employee misconduct: The mediating role of ethical climate. <i>Journal of Business Ethics</i>, 95, 7–16. <p>iii. Human resource management:</p> <ul style="list-style-type: none"> • Grobler, A. & Grobler, S. (2016). Intention to quit as precursor of voluntary turnover: person-organisational fit and the psychological contract – a talent management quandary. <i>South African Journal of Labour Relations</i>, 40 (2), 55-76. • Haar, J.M., Russo, M., Sune, A. & Ollier-Malaterre, A. (2014). Outcomes of worklife balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. <i>Journal of Vocational Behavior</i>, 85, 361–373. • Li, Y., Zhang, G., Yang, X. & Li, J. (2015). The influence of collectivist human resource management practices on team-level identification. <i>The International Journal of Human Resource Management</i>, 26 (14) 1791-1806. • Presbitero, A. Roxas, B. & Chadee, D. (2016). Looking beyond HRM practices in enhancing employee retention in BPOs: focus on employee–organisation value fit. <i>The International Journal of Human Resource Management</i>, 27(6), 635-652.
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Potential research topics

Any topic from the three research focus areas, as long as it is based on a multi-level perspective with the attribution, social learning, social exchange and / or the behavioural isomorphism theories as the supporting theories.