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

| Research Focus Area | i. Leadership  
|                     | ii. Organisational behaviour (including ethics in the workplace)  
|                     | iii. Human resource management  
| Supervisor          | Prof Anton Grobler  
| Details:            | Prof A Grobler  
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| Academic Profile    | 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.  
| Capacity            | 4 DBL students  
| Research Agenda for | 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.  
| Focus Area          | 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 practices best suited to facilitate positive organisational behaviour.  
| Recommended reading | The following reading will help you understand the research process and what will be required from you.  
|                     | Subject specific reading:  
|                     | **i. Leadership:**  


**Organisational behaviour (including ethics in the workplace):**


**Human resource management:**


**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.